



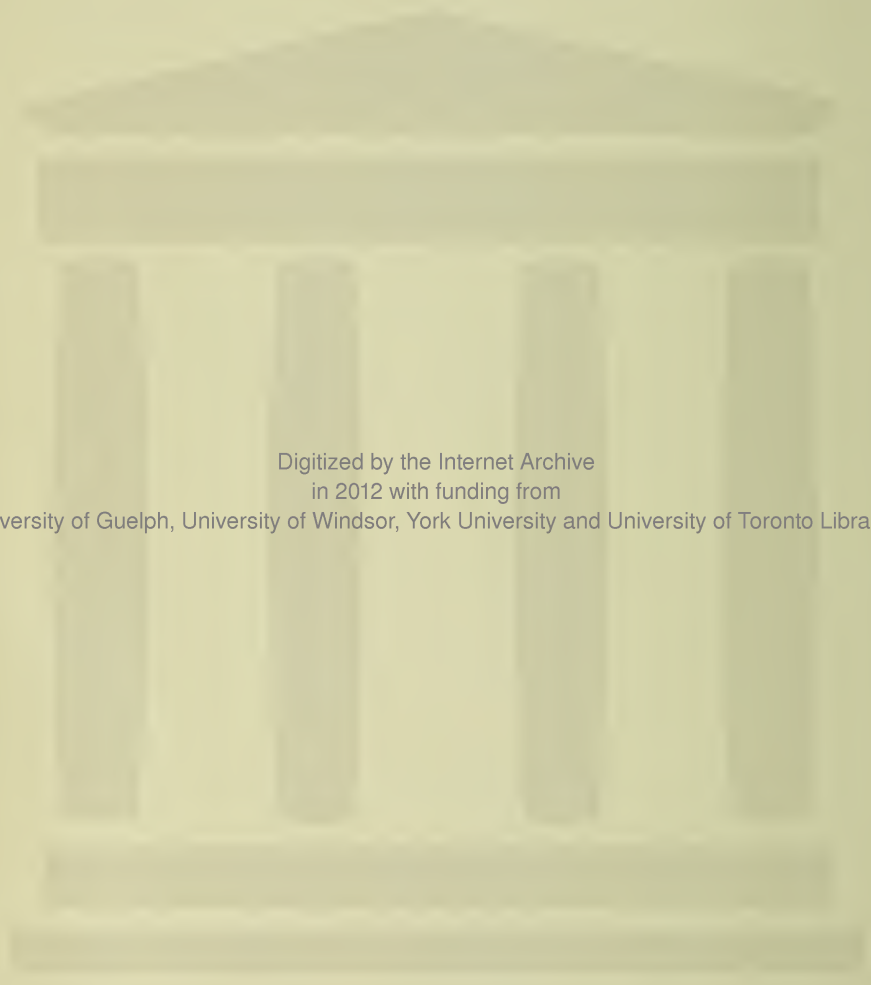
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FOR THE YEAR  
1964

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## ERRATA

On page 7—Column 5—under “Previous Year”—Line 6—for -2.1 *read* +2.1

On page 9—Table 1—under “Manufacturing—Transportation equipment—Membership—  
for 72,300 *read* 71,300.

On page 9—Table 1—footnote (†) for March 1962 *read* March 1963.

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On page 315—“Monthly Report on Operation of Unemployment Insurance Act—Line 1  
of subhead—for 51 *read* 15.

On page 435—Column 9—opposite “synthetic textiles and silk”—for 7.13 *read* 70.13.

On page 848—Column 1—Para. 1—Line 3—for 11,500 *read* 1,500.



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## LIST OF ABBREVIATIONS

AFL-CIO	— American Federation of Labor and Congress of Industrial Organizations.
CB	— Conciliation Board.
CCA	— Canadian Construction Association.
CCC	— Canadian Chamber of Commerce.
CLC	— Canadian Labour Congress.
CMA	— Canadian Manufacturers' Association.
CNTU	— Confederation of National Trade Unions.
CO	— Conciliation Officer.
IAPA	— Industrial Accident Prevention Associations.
IAPES	— International Association of Personnel in Employment Security.
IBEW	— International Brotherhood of Electrical Workers.
ILO	— International Labour Organization.
NES	— National Employment Service.
OECD	— Organization for Economic Co-operation and Development.
SIU	— Seafarers' International Union.
UAW	— United Automobile, Aerospace and Agricultural Implement Workers of America, International Union.
USWA	— United Steelworkers of America.





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# Labour-Management Co-operation

*Labour-Management Committees in operation across the country now total 1,811 and represent 506,514 workers, a gain of 62 committees and 10,000 workers over totals for previous year*

More than 500,000 workers in Canadian industry are now represented on Labour-Management Committees across the country. A statement issued last month gave the exact total as 506,514 workers—an increase of almost 10,000 over the total in 1962.

At October 31, 1963, the number of LMCs operating in industry was 1,811, an increase of 62 over last year's total.

Active promotion of these committees is conducted by the Labour-Management Co-operation Service of the Department.

Primarily concerned with bettering employer-employee relations and improving plant operations, the committees provide labour and management with an opportunity to meet on a regular basis for joint discussion of mutual problems other than those dealt with in collective bargaining.

Topics discussed at LMC meetings include automation and technological change, production, trade, morale of the work force, unemployment and layoffs, quality of products, union-management objectives, competition in industry, employee welfare, safety, fire prevention and care of equipment.

Although all of these topics are not discussed by all committees, there is a steadily increasing use of joint consultation as a means of solving problems affecting the welfare of both labour and industry as a whole.

The largest number of committees, as of October 31, 1963, was in the manufacturing industries, with a total of 1,183 committees, representing 308,997 workers. Highest among these industries was the iron and iron products group, with 295 committees, representing 82,492 workers.

The number of committees and of workers represented in the manufacturing industries were:

Textile products .....	47	13,007
Rubber & its products .....	21	10,436
Pulp, paper & paper products .....	118	46,019
Printing & publishing .....	17	3,124
Lumber & its products .....	74	11,213
Edible plant products .....	83	17,086
Leather & its products .....	21	4,900
Edible animal & sea products .....	68	14,025
Iron & its products .....	295	82,492
Non-ferrous metals & their products .....	56	19,879
Clay, glass & stone products .....	85	17,128

Non-metallic mineral products .....	24	4,524
Tobacco products .....	6	5,002
Beverages .....	37	9,210
Electric light & power .....	99	9,563
Chemical & allied products .....	64	14,561
Electrical apparatus .....	54	24,675
Miscellaneous .....	14	2,153

Next after the manufacturing industries came the transportation industry, with 153 committees representing 80,475 workers. It was followed by the service industry, with 189 committees and 66,236 workers.

The number of committees and of workers represented in industries other than manufacturing were:

Transportation .....	153	80,475
Service .....	189	66,236
Communications .....	160	30,802
Trade—Retail & Wholesale .....	87	8,782
Mining .....	30	8,591
Construction .....	4	1,407
Logging .....	4	890
Finance .....	1	334

In the transportation industry, railways had 111 committees, representing 64,348 workers, the rest being accounted for by air, street railways, and forwarding and storage, with 42 committees involving 16,127 workers.

The mining industry had 7 committees in the metallic-ores group, with 5,060 workers represented, and 23 committees and 531 workers in other non-metallic minerals.

Committees were operating in all 10 provinces, with the number of committees and of workers represented as follows:

Newfoundland .....	9	3,142
Prince Edward Island .....	6	1,278
Nova Scotia .....	30	11,749
New Brunswick .....	23	11,455
Quebec .....	468	185,631
Ontario .....	793	187,155
Manitoba .....	112	30,446
Saskatchewan .....	103	15,314
Alberta .....	127	37,045
British Columbia .....	140	23,299

The union affiliations of the bargaining agencies in plants in which the committees were operating were:

Canadian Labour Congress .....	1,366	369,224
International Unions .....		
Unaffiliated .....	87	13,819
Confederation of National Trade Unions .....	106	40,319
Others .....	252	83,152



## 50 Years Ago This Month

*Except for usual seasonal decline during winter months, the general trend of wages during 1913 was upward. Nine-hour day introduced at Ford in Windsor and at silver mines at Cobalt*

The general trend of wages in 1913 was upward, but in those days in Canada a seasonal reduction during the winter months was usual, especially for casual labour.

The January 1914 *Labour Gazette* reported that wages had continued to increase during the first three quarters of 1913, the greatest number of changes taking place in April, May and June. But "the usual tendency toward lower wages was evident during December."

Unskilled labour was plentiful, and in Ontario and the western provinces particularly, labourers were working at lower wages than previously. In Quebec and the Maritime Provinces, there was a plentiful supply of labour, and, owing to the scarcity of work, "farmers were able to secure help under contract for a year."

The nine-hour day was introduced at Ford Motor Company at Windsor, and for 1,200 silver miners at Cobalt. The working hours of operatives at the Dominion Textile Company's works were reduced from 58 to 55 a week.

### Wage Increases

Some employees of the CPR received substantial wage increases during 1913. Engineers on lines east of Cartier gained an increase of 10 per cent, and an increase of the same proportion went to some 9,000 men employed in the company's mechanical departments in Eastern Canada.

Some 2,500 street railway men in Montreal got an increase of 1 cent an hour.

"Overground labourers at Westville to the number of 500 were given an increase in wages of about 10 per cent during June."

### Shorter Hours

A number of manufacturing plants were reported to be working shorter hours. This apparently meant a permanent shortening of hours, since the statement was coupled with the report of the nine-hour day for 300 Ford employees; previously they had worked a ten-hour day.

The reduction in working hours at Dominion Textile was as a result of legislation enacted during 1912. The rate of wages remained the same as previously. About 6,000 workers in all were affected by this change.

Though the word "automation" had not been coined in 1913, evidence that technological change was going on is contained in the following "Traffic on the Michigan Central Railway was fairly heavy, but long trains were responsible for a reduction in the number of crews and service. Eight or ten crews were laid off during the month [December], which is unusual at this time of year . . ."

### Railway Building

Railway building had been going on apace in 1913. Canadian Pacific built 1,700 miles of line west of Fort William during the year. "Grading was carried on on 550 miles of new line exclusive of sidings and terminal work, and 262 miles of double-tracking on the main line."

Work on the Canadian Northern between Ottawa and Toronto was finished, and it was announced that a passenger and freight service over the new line would commence early in 1914.

"The Canadian Northern Railway has steel laid up to the site of its Calgary terminal and will open its freight and passenger service next month connecting Calgary directly with Saskatoon . . . A start was made on the construction of the Alberta and Great Waterways Railway from Edmonton to Fort McMurray during December. A considerable number of men will be employed on this line."

Elsewhere the *Gazette* said: "Features of the year were the completion of the Eastern division of the National Transcontinental Railway between Winnipeg and Quebec, and the piercing of the mountain at Montreal by the Canadian Northern Railway."

This journal quoted the *Canadian Railway and Marine World* as authority for the preliminary estimate that in all, 3,144.59 miles of new track had been laid in Canada in 1913 by 20 railway companies. This did not include 254.3 miles of second track laid by the CPR. Of the total length of track, the Northern Ontario Railway laid 590; the Canadian Northern 480.96; the Canadian Pacific, 683.4; and the Grand Trunk Pacific, 600.

### Appoint 25 Members of Economic Council of Canada

The appointment of 25 members to the Economic Council of Canada was announced by the Prime Minister just before Christmas. Dr. John J. Deutsch had been appointed Chairman of the Council in September, and shortly afterwards, J. L. E. Couillard and Arthur J. R. Smith had been named as directors. These three are full-time posts.

Among the 25 part-time members are six representatives of labour organizations: Claude Jodoin, President of the Canadian Labour Congress; Marcel Pepin, General Secretary of the Confederation of National Trade Unions; A. R. Gibbons, Secretary of the National Legislative Committee, International Railway Brotherhoods; Stanley A. Little, President, Canadian Union of Public Employees; William Ladyman, Vice-President, International Brotherhood of Electrical Workers; and William Mahoney, Canadian Director of the United Steelworkers.

The other members of the Council include representatives of industry and business, agriculture, and various organizations.

Dr. Deutsch, who at the time of his appointment to the Council was Vice-Principal of Queen's University, is an economist who began his career as a research assistant at the Bank of Canada in 1936. He served on the Rowell-Sirois Commission from 1937 to 1940, and lectured in economics at Queen's from 1940 to 1942, when he became special assistant to the Under-Secretary of State for External Affairs. Dr. Deutsch entered the Department of Finance in 1946 and became an Assistant Deputy Minister of the Department in 1953. He later held posts at the University of British Columbia and Queen's University. He has served on a number of Royal Commissions and was economic adviser to the Special Senate Committee on Manpower and Employment in 1960.

When appointed to the Council, Mr. Couillard was Canadian ambassador to Norway and Iceland; Mr. Smith was secretary-treasurer and director of research of the Private Planning Association of Canada.

### 31,000 Graduates in 1963 Exceed Total in 1962 by 17 Per Cent

Graduates from Canadian universities in 1963 are estimated to have totalled approximately 31,000, according to an annual survey of the supply of and demand for university graduates prepared by the National Employment Service. The total was 17 per cent higher than that of 1962 graduates.

The total was made up of 27,000 students who graduated with first degrees or equivalent diplomas, and 3,450 who received graduate degrees: 3,100 masters and 350 doctors. A total of close to 37,000 is expected in 1964.

Graduating classes may be expected to expand in the coming years, the NES points out, as enrolments at Canadian universities and colleges continue their rapid increase. The full-time enrolment of 141,388 students in 1962-63 represented an increase of 10 per cent over the previous year, and with the same rate of increase the number of full-time students in 1963-64 will be about 156,000.

Starting salaries for new graduates continued to rise in 1963, the most substantial increases being in mathematics, pharmacy, commerce and business administration, commerce for C. A. articles, and economics and political science.

The increases ranged from 5 per cent for graduates in economics and political science to 10 per cent for those in mathematics. In engineering, salaries were from

1.5 to 3.5 per cent higher than in the previous year, the largest increase being in metallurgical engineering.

The demand for scientists and engineers in the United States is expected to rise by nearly 800,000 during the 1960's, from the 1,157,000 employed at the beginning of the decade—January 1960—to 1,954,000 at the end, 1970, according to projections by the U.S. Bureau of Labor Statistics.

The largest increase will be in the demand for mathematicians, which is expected to rise to more than double the present demand, the Bureau says.

Physicists, medical scientists and biological scientists will come next in the rate of growth. They will have to increase in number by nearly 100 per cent to keep up with the demand, followed by scientists (73 per cent increase) and engineers (67 per cent). Requirements for chemists—now the largest profession in numbers—will increase at a rather slower rate than the average for all scientists.

### Report on Changing Occupational Composition of Labour Force

A new publication of the Department of Labour, *Occupational Trends in Canada, 1931 to 1961*, presents comparable data on changes in the occupational structure of the



Canadian labour force during two periods, the three decades 1931 to 1961 and the decade 1951 to 1961.

In comparison with the changes that took place over the whole period, the foreword to the booklet points out, the changes that occurred during the later decade were significant.

The publication is Report No. 11 in the Research Program on the Training of Skilled Manpower but is the beginning of a new series of studies into the changing occupational composition of the Canadian labour force.

### **13 Occupational Groups**

The study, which deals with 13 main occupational groups and 117 selected occupations, and which contains a number of tables and charts, is based on data obtained in the decennial censuses taken during the period.

The report is divided into two parts. Part I deals with the labour force as a whole; Part II, with the female labour force.

The study presents data on the occupational structure of the labour force for each of the four censuses during the period, giving the number in each occupation, the percentage of the labour force in each occupation, and the percentage change over the two periods.

The provision of the data supplied in this bulletin is only the first step in the projected series of studies, the report says. The next step will be to show the changes that are taking place in the distribution of the various occupations within each of the main groups of industries. "It is only through this intermediate stage that occupational requirements can be linked to general economic developments," the report says.

The report was prepared by the Economics and Research Branch of the Department of Labour. Copies may be obtained from the Queen's Printer, Ottawa.

### **Jewish Vocational Service, Toronto Cited for Retraining of Unemployed**

A national social welfare award has been won by the Jewish Vocational Service, Toronto, for conducting a training program under which more than 200 unemployed men have been prepared for jobs as building caretakers.

The award is the honourable mention citation in the William J. Shroder Memorial Award Competition sponsored by the Council of Jewish Federations and Welfare Funds, an association of 217 Jewish welfare organizations throughout the United States and Canada. This is the first time that a Canadian agency has been cited since the Shroder Award was established in 1952.

The program of training in building maintenance services was started by the Jewish Vocational Service in 1962 as part of its plan of retraining for other jobs workers displaced by technology and automation. The program is being financed by federal-provincial funds administered by the Toronto Board of Education under the Technical and Vocational Training Assistance Act (Program 5).

The JVS building maintenance course provides six weeks of training for a wide range of jobs, including those of building superintendent, maintenance worker, cleaning specialist and janitor. The course teaches such things as care of floors, shampooing carpets, washing walls, looking after boilers, fire control and property protection. It also includes group counselling sessions on attitudes toward work, labour market information and ways of finding work.

In order to make the course as congenial as possible to adults, emphasis is placed on demonstrations and practice rather than on classroom discussions. There are no age limits or educational requirements, and no restrictions as to race, religion or nationality.

### **75% Find Jobs**

So far, 214 men have successfully completed the training program, and about 75 per cent of these have found jobs. The selection of trainees and finding work for them after they have been trained is carried out with the help of the National Employment Service.

### **CLC Commissions Eugene Forsey To Write Union History**

As part of its contribution to the celebration of Canada's Centenary of Confederation, the Canadian Labour Congress has commissioned Dr. Eugene Forsey, the director of its Research Department, to write a history of the trade union movement in Canada. Dr. Forsey, who has been closely connected with the Canadian labour movement since 1942, has already begun research into original documents. He has appealed to the unions to assist by providing him with their early records.

### **Trustees Ban Unions' Defamatory Statements, Call Management Meeting**

Two actions were taken last month by the Board of Trustees of the Maritime Transportation Unions:

—The unions under trusteeship were informed that in future, publications of any kind issued by them must be submitted to the Board for approval before being published or distributed.

—The employers in the inland shipping industry were invited to arrange for a repre-



sentive delegation to meet the trustees in the near future. In a directive sent on December 4 to the unions, the Board said:

"Publications, whether newspapers, magazines, bulletins, circulars, or otherwise, that contain defamatory references to other trade union leaders or members, particularly officers and members of the maritime unions under trusteeship, cannot be approved."

The trustees said that they had no wish "to hinder or prevent fair competition between the unions under trusteeship." But it was their intention to see that the competition was "constructive and lawful, and that the literature in support thereof does not offend the law, particularly the law of defamation."

### In Parliament Last Month

*(page numbers refer to Hansard)*

Among the bills passed by the House during December were amendments to the Old Age Assistance Act, the Disabled Persons Act, the Blind Persons Act, the Emergency Gold Mining Assistance Act, and the Railway Act.

Bill C-125, to amend the Old Age Assistance Act, the Disabled Persons Act and the Blind Persons Act, increased the maximum amount of assistance or allowance to \$75 a month. It was introduced and given first reading on December 6 (p. 5519), second reading on December 10 (p. 5658) and third reading on December 12 (p. 5752).

Bill C-124 to amend the Emergency Gold Mining Assistance Act, extended its application to the years 1964, 1965, 1966 and 1967. It, too, was introduced (p. 5510) and given first reading on December 6 (p. 5519). It was given second (p. 5610) and third reading on December 9 (p. 5619).

Bill C-110, to amend the Railway Act, allowed certain grants to be made from the railway grade crossing fund for a further period of three years from January 31, 1964. Introduced (p. 5071) and given first (p. 5079) and second reading on November 25 (p. 5087), it was given third reading on November 26 (p. 5109).

On December 6, the Minister of Transport introduced a measure to authorize the implementation of certain recommendations of the Royal Commission on Transportation with respect to the rationalization of branch lines and passenger train services; the fixing of freight rates under, and consistent with a national transportation policy suited to modern transportation conditions; the payment of certain subsidies; and other matters (p. 5510).

The Department of Labour estimates relating to industrial relations activities

The call for a meeting with the employers was issued in a letter sent on December 11 to some 40 steamship, tugboat and dredge operators. More than 60 interviews had made it clear that one of the contributing factors at the root of the labour strife on the Great Lakes and the St. Lawrence River had been a serious failure on the part of management to carry out some of its responsibilities, the letter said.

The object of the proposed meeting will be to lay the groundwork for a revision of labour-management relations in the inland shipping industry, and the letter mentions forthcoming collective bargaining negotiations as among the matters that need to be discussed by the trustees and the companies' representatives.

were passed (p. 6162). These activities included the administration of the Industrial Relations and Disputes Investigation Act, the Canada Fair Employment Practices Act, the Female Employees Equal Pay Act, the Fair Wages and Hours of Labour Act, the Annual Vacations Act, and regulations; and the promotion of labour-management co-operation.

The first session of the 26th Parliament prorogued on December 21 (p. 6377). Opening on May 16, it had occupied 23 weeks.

During the session Parliament passed the Maritime Transportation Unions Trustees Act, amended the Technical and Vocational Training Assistance Act to increase support for the construction of training facilities and the provision of training, approved measures to stimulate industrial expansion through tax incentives, established the Economic Council of Canada, increased the number of members of the Atlantic Development Board and provided a capital development fund of \$100,000,000, established a Department of Industry, adopted measures to provide tax incentives for industrial expansion in areas of slow economic growth and serious and persistent unemployment, increased the pension paid under the Old Age Security Act to \$75 a month from \$65, and pension payments to those receiving old age assistance and blindness and disability allowances by a like amount, increased the incentives to municipal winter works and expanded the construction of federal works during the winter, established a bonus to encourage the building of houses during the winter, and approved an experimental program to encourage the employment and training of unemployed older workers.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....</i> (000)	December	6,774	- 0.4	+ 3.0
Employed.....	December	6,428	- 1.0	+ 4.4
Agriculture.....	December	581	- 5.2	- 0.2
Non-agriculture.....	December	5,847	- 0.6	+ 4.8
Paid workers.....	December	5,325	- 0.6	+ 4.4
At work 35 hours or more.....	December	5,467	+15.2	- 2.1
At work less than 35 hours.....	December	807	-48.8	+19.7
Employed but not at work.....	December	154	-12.5	+15.8
Unemployed.....	December	346	+14.2	-16.4
Atlantic.....	December	50	+11.1	-28.6
Quebec.....	December	130	+17.1	-15.6
Ontario.....	December	89	+18.7	- 4.3
Prairie.....	December	37	+ 2.8	-27.5
Pacific.....	December	40	+11.1	-13.0
Without work and seeking work.....	December	326	+14.0	-15.8
On temporary layoff up to 30 days.....	December	20	+17.6	-25.9
<i>Industrial employment (1949=100).....</i>	October	129.3	- 0.8	+ 3.1
Manufacturing employment (1949=100).....	October	119.2	- 0.9	+ 2.8
<i>Immigration.....</i>	1st 9 mos. 1963	69,344	—	+22.6
Destined to the labour force.....		34,730	—	+21.8
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	December	32	-27.3	+10.3
No. of workers involved.....	December	4,341	-29.9	+19.2
Duration in man days.....	December	38,320	-24.9	-32.4
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	October	\$84.67	+ 0.5	+ 3.7
Average hourly earnings (mfg.).....	October	\$ 1.96	+ 1.0	+ 3.7
Average hours worked per week (mfg.).....	October	41.3	0.0	0.0
Average weekly wages (mfg.).....	October	\$80.93	+ 0.8	+ 3.8
Consumer price index (1949=100).....	December	134.2	+ 0.1	+ 1.7
Index numbers of weekly wages in 1949 dollars (1949=100).....	October	144.7	+ 0.5	+ 2.2
Total labour income.....\$000,000.	October	1,896.4	- 0.6	+ 7.5
<i>Industrial Production</i>				
Total (average 1949=100).....	November	210.7	+ 2.1	+ 8.3
Manufacturing.....	November	187.2	+ 1.4	+ 7.8
Durables.....	November	190.9	+ 3.4	+ 9.4
Non-durables.....	November	180.0	- 0.3	+ 6.3
<i>New Residential Construction (b)</i>				
Starts.....	December			
Completions.....	December			

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



# Industrial and Geographic Distribution of Union Membership in Canada, 1963

*Membership statistics obtained from individual union locals are broken down by industry, province and labour market area*

Union membership in Canada at the beginning of 1963 totalled 1,449,200, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses, and independent local organizations. This total represents a net increase of 26,000 over the previous year's figure.

The data obtained from the survey were published in the 1963 edition of *Labour Organizations in Canada*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations, with names of their principal officers and publications and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables on the following pages supplement the information included in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on information obtained in a separate survey directed, at the beginning of the year, to individual local unions across the country. In this survey, each local union was requested to report the total number of its members, and the industry and location in which all or most of them were employed.

Table 1 gives a distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). The data are shown for the most part on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial sub-groups. For the railway industry, which is not further subdivided in the standard classification, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international and national unions or independent local organizations that account for more than one tenth of the union membership within the industry

groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

Locals accounting for just over 7 per cent of the membership total indicated that their members were dispersed throughout several locations in different areas or provinces. Since these locals and their membership could not be allocated to any one area or province, they have been classified to "two or more provinces" or "two or more areas" in Tables 3 and 4.

At the beginning of 1963 more than 7,000 union locals with a total of one and one-half million members were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of locals from which no information was obtained appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

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The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.



**TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1963**

Based on Standard Industrial Classification (1960)

Industry	Locals	Membership
<b>Forestry*</b> .....	<b>24</b>	<b>39,800</b>
<b>Fishing and Trapping</b> .....	<b>8</b>	<b>4,300</b>
<b>Mines</b> .....	<b>173</b>	<b>51,000</b>
Metals.....	94	34,300
Mineral fuels.....	38	9,200
Non-metal.....	27	7,000
Quarries.....	12	400
Incidental services.....	2	100
<b>Manufacturing</b> .....	<b>2,312</b>	<b>589,500</b>
Food.....	296	62,600
Beverages.....	63	9,300
Tobacco products.....	14	5,400
Rubber.....	35	12,700
Leather.....	56	10,600
Textiles.....	123	31,500
Knitting mills.....	24	3,600
Clothing.....	100	41,100
Wood.....	87	23,900
Furniture and fixtures.....	53	8,300
Paper.....	302	74,000
Printing and publishing.....	191	29,700
Primary metals.....	118	62,400
Metal fabricating.....	219	35,700
Machinery.....	102	19,500
Transportation equipment.....	123	72,300
Electrical products.....	115	43,500
Non-metallic mineral products.....	121	18,600
Petroleum and coal products.....	25	4,300
Chemical products.....	90	15,200
Miscellaneous manufacturing.....	55	6,300
<b>Construction</b> .....	<b>522</b>	<b>147,200</b>
<b>Transportation and Utilities</b> .....	<b>2,044</b>	<b>324,200</b>
Air transport and incidental services.....	70	7,200
Water transport and incidental services.....	75	34,000
Railway transport.....	1,060	134,500
<i>Running trades.....</i>	<i>332</i>	<i>34,500</i>
<i>Non-operating employees.....</i>	<i>728</i>	<i>100,200</i>
Truck transport.....	35	21,200
Buses and streetcars.....	54	19,000
Other transport.....	12	2,000
Storage.....	23	5,000
Communication.....	586	66,000
Power, gas and water.....	129	35,300
<b>Trade</b> .....	<b>178</b>	<b>43,600</b>
<b>Finance</b> .....	<b>10</b>	<b>800</b>
<b>Service Industries</b> .....	<b>472</b>	<b>104,600</b>
Education.....	113	9,900
Health and welfare.....	153	49,500
Recreational service.....	78	19,700
Services to business.....	7	400
Personal services.....	109	22,600
Miscellaneous services.....	12	2,500
<b>Public Administration</b> .....	<b>599</b>	<b>84,600</b>
Federal administration.....	34	3,400
Provincial administration.....	68	16,400†
Local administration.....	497	64,800
<b>Industry not reported</b> .....	<b>22</b>	<b>5,200</b>
<b>No return</b> .....	<b>709</b>	<b>54,400</b>
<b>Totals</b> .....	<b>7,073</b>	<b>1,449,200</b>

\*Includes some sawmilling.

†The corresponding figure for 1962, shown as 25,100 in the March 1962 issue of the Labour Gazette, is revised to 17,100.

**TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1963**

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
<b>Forestry</b> .....	Bush Workers, Farmers' Union (Ind.) Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
<b>Fishing and Trapping</b> .....	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
<b>Mines</b>	
Metal .....	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Mineral fuels .....	Mine Workers (Ind.)
Non-metal .....	Mining Employees' Federation (CNTU)
Quarries .....	Cement Workers (AFL-CIO/CLC) National Council of Canadian Labour (Ind.) Steelworkers (AFL-CIO/CLC)
Incidental services .....	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
<b>Manufacturing</b>	
Food .....	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
Beverages .....	Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products .....	Tobacco Workers (AFL-CIO/CLC)
Rubber .....	Rubber Workers (AFL-CIO/CLC)
Leather .....	Butcher Workmen (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CNTU)
Textiles .....	Packinghouse Workers (AFL-CIO/CLC) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting mills .....	Clothing Workers Federation (CNTU) National Council of Canadian Labour (Ind.) Textile Federation (CNTU)
Clothing .....	Textile Workers' Union (AFL-CIO/CLC) Amalgamated Clothing Workers (AFL-CIO/ CLC)
Wood .....	Ladies Garment Workers (AFL-CIO/CLC) Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and fixtures .....	Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers Federation (CNTU)
Paper .....	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Printing and publishing .....	Bookbinders (AFL-CIO/CLC) Lithographers (Ind.) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary metals .....	Metal Trades Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating .....	Machinists (AFL-CIO/CLC)
Machinery .....	Steelworkers (AFL-CIO/CLC) Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment .....	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Electrical products .....	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products .....	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC)
Petroleum and coal products .....	Glass and Ceramic Workers (AFL-CIO/CLC) Oil Workers (AFL-CIO/CLC)

**TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1963 (Concl'd)**

Industry Group	Unions Comprising More than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Chemical products .....	Chemical Workers (AFL-CIO/CLC) CNTU-chartered locals Oil Workers (AFL-CIO/CLC)
Miscellaneous manufacturing .....	Auto Workers (AFL-CIO/CLC) CLC-chartered locals Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)
<b>Construction</b> .....	Building Workers' Federation (CNTU) Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
<b>Transportation and Utilities</b>	
Air transport and incidental services .....	Air Line Flight Attendants (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) T.C.A. Sales Employees (Ind.) I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Water transport and incidental services .....	
Railway transport Running trades .....	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC) Railway Conductors (Ind.)
<i>Non-operating employees</i> .....	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Truck transport .....	Teamsters (Ind.)
Buses and streetcars .....	Railway, Transport and General Workers (CLC) Street Railway Employees (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Other transport .....	
Storage .....	
Communication .....	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Employees (CLC) Traffic Employees (Ind.) I.B.E.W. (AFL-CIO/CLC) Public Service Employees (CLC)
Power, gas and water .....	
<b>Trade</b> .....	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
<b>Finance</b> .....	Commerce Employees' Federation (CNTU)
<b>Service Industries</b>	
Education .....	Public Employees (CLC) Public Service Employees Federation (CNTU) Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees' Federation (CNTU)
Health and welfare .....	
Recreational services .....	Musicians (AFL-CIO/CLC) Commercial Telegraphers (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC)
Services to business .....	Office Employees (AFL-CIO/CLC) Hotel Employees (AFL-CIO/CLC) Building Service Employees (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Teamsters (Ind.)
Personal services .....	
Miscellaneous services .....	
<b>Public Administration</b>	
Federal administration .....	CLC-chartered locals Fire Fighters (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) B.C. Government Employees (CLC) Saskatchewan Government Employees (Ind.)
Provincial administration .....	
Local administration .....	Fire Fighters (AFL-CIO/CLC) Public Employees (CLC) Public Service Employees (CLC)



TABLE 3—UNION MEMBERSHIP, BY PROVINCE, 1963

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland.....	111	98	20,300
Prince Edward Island.....	34	30	1,600
Nova Scotia.....	334	302	41,100
New Brunswick.....	284	249	27,400
Quebec.....	1,751	1,485	360,200
Ontario.....	2,675	2,403	553,000
Manitoba.....	310	289	62,400
Saskatchewan.....	356	321	43,400
Alberta.....	408	387	63,000
British Columbia.....	784	779	188,600†
Yukon and Northwest Territories.....	9	5	600
Two or more provinces*.....	17	16	33,200
No return.....		709	54,400
Totals.....	7,073	7,073	1,449,200

\*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers and Actors' Equity.

†The corresponding figure for 1962, shown as 193,000 in the March 1962 issue of the Labour Gazette, is revised to 185,000.

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1963

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
<b>Newfoundland</b>			
Corner Brook.....	24	3,100	
Grand Falls.....	20	2,600	
St. John's.....	50	9,400	
Two or more areas.....	2	5,000	
<b>Prince Edward Island</b>			
Charlottetown.....	26	1,300	Summerside
<b>Nova Scotia</b>			
Amherst.....	13	1,000	Bridgewater, Inverness, Liverpool, Springhill, Yarmouth
Halifax.....	88	15,500	
Kentville.....	25	14,600	
New Glasgow.....	43	4,900	
Sydney.....	76	13,900	
Turo.....	19	1,000	
Two or more areas.....	3	600	
<b>New Brunswick</b>			
Bathurst.....	21	2,200	Minto, Newcastle, St. Stephen, Sussex, Woodstock
Cambellton.....	22	2,700	
Edmundston.....	18	1,700	
Fredericton.....	23	1,100	
Moncton.....	51	6,700	
Saint John.....	78	10,000	
<b>Quebec</b>			
Asbestos.....	5	1,400	Maniwaki, Mont Laurier
Beauharnois.....	10	1,300	
Buckingham.....	11	1,300	
Drummondville.....	24	4,300	
Farnham—Granby*.....	45	5,700	
Gaspé.....	11	1,400	
Hull* (included with Ottawa, Ont.)			
Joliette.....	36	3,700	
La Tuque.....	12	1,500	
Lac St. Jean*.....	113	15,200	
Lachute—Ste. Therese*.....	18	2,900	
Montmagny.....	8	1,700	
Montreal*.....	535	193,300	
Quebec—Levis*.....	159	32,100	
Quebec North Shore*.....	36	6,300	
Rimouski.....	16	1,800	
Riviere du Loup.....	18	1,500	
Rouyn—Val d'Or*.....	34	3,100	
St. Hyacinthe.....	25	4,800	
St. Jean.....	25	3,500	
Ste. Agathe—St. Jerome*.....	19	3,500	
Shawinigan.....	34	5,900	
Sherbrooke*.....	75	11,500	
Sorel.....	21	3,100	
Thetford—Megantic—St Georges*.....	28	3,900	

**TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1963—Concluded**

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
<b>Quebec—Concluded</b>			
Trois Rivières.....	59	10,000	
Valleyfield.....	18	3,000	
Victoriaville.....	28	3,600	
Two or more areas.....	15	21,500	
<b>Ontario</b>			
Barrie.....	19	1,200	Arnprior, Bracebridge,
Belleville—Trenton*.....	54	6,100	Carleton Place,
Brampton.....	19	2,600	Collingwood, Ganoquoque,
Brantford.....	50	7,200	Goderich, Hawkesbury,
Brockville.....	20	2,600	Leamington, Lindsay,
Chatham.....	21	2,600	Listowel, Midland,
Cobourg.....	18	1,200	Napanee, Orillia,
Cornwall.....	30	5,000	Parry Sound, Perth,
Fort Frances.....	16	1,600	Pictou, Prescott, Renfrew,
Fort William—Port Arthur*.....	116	23,700	Sious Lookout, Sturgeon Falls,
Galt.....	50	4,700	Walkerton, Wallaceburg.
Guelph.....	52	5,900	
Hamilton.....	156	47,800	
Kapuskasing.....	12	5,200	
Kenora.....	28	3,400	
Kingston.....	38	7,100	
Kitchener.....	62	13,100	
London.....	97	19,800	
Niagara Peninsula*.....	173	28,000	
North Bay.....	44	5,000	
Oshawa.....	48	19,800	
Ottawa—Hull*.....	130	25,000	
Owen Sound.....	16	1,600	
Pembroke.....	27	2,300	
Peterborough.....	50	7,300	
St. Thomas.....	39	2,800	
Sarnia.....	35	6,800	
Sault Ste. Marie.....	45	10,200	
Simcoe.....	16	1,100	
Smiths Falls.....	19	1,400	
Stratford.....	33	2,400	
Sudbury*.....	71	28,700	
Timmins—Kirkland Lake*.....	61	5,600	
Toronto*.....	509	177,600	
Windsor.....	83	27,000	
Woodstock—Tillsonburg*.....	23	3,700	
Two or more areas.....	20	30,800	
<b>Manitoba</b>			
Brandon.....	32	1,800	Dauphin, Portage la Prairie
Flin Flon.....	12	2,900	
The Pas.....	12	3,100	
Winnipeg.....	216	53,700	
Two or more areas.....	1	500	
<b>Saskatchewan</b>			
Moose Jaw.....	38	4,200	Estevan, Lloydminster,
North Battleford.....	18	1,700	Swift Current.
Prince Albert.....	31	3,200	
Regina.....	77	13,300	
Saskatoon.....	90	11,100	
Weyburn.....	8	1,200	
Yorkton.....	27	1,700	
Two or more areas.....	5	5,100	
<b>Alberta</b>			
Blairmore.....	12	1,400	Drumheller, Edson, Red Deer
Calgary.....	114	23,100	
Edmonton.....	151	30,400	
Lethbridge.....	40	2,700	
Medicine Hat.....	28	2,600	
Two or more areas.....	3	2,400	
<b>British Columbia</b>			
Central Vancouver Island*.....	58	13,200	Chilliwack, Dawson Creek,
Cranbrook.....	27	4,000	Princeton, Quesnel
Kamloops.....	34	2,800	
Kitimat.....	7	1,700	
Okanagan Valley*.....	57	8,700	
Prince George.....	34	3,400	
Prince Rupert.....	35	3,800	
Trail—Nelson*.....	40	5,800	
Vancouver—New Westminster*.....	360	120,800†	
Victoria.....	89	15,000	
Two or more areas.....	7	6,900	

\*Indicates labour market area comprising two or more NES local office areas. See Appendix.

†The corresponding figure for 1962, shown as 128,000 in the March 1962 issue of the Labour Gazette, is revised to 120,000.

## LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component NES local office areas in light type.

## Québec

**Farnham-Granby:** Cowansville, Farnham, Granby. **Gaspé:** Causapscaal, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montréal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Québec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

## Ontario

**Belleville-Trenton:** Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

## British Columbia

**Central Vancouver Island:** Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

## Annual Labour Briefs to Cabinet

*Canadian Labour Congress and National Legislative Committee of International Railway Brotherhoods make annual submission of legislative recommendations. CNTU presentation delayed*

The Canadian Labour Congress and the National Legislative Committee of the International Railway Brotherhoods made their annual presentation of memoranda to the federal Cabinet on December 11 and 12 respectively, exactly a year from the dates they had made their previous presentations. The Confederation of National Trade Unions is expected to appear before the Cabinet in February.

The CLC's brief was read by Claude Jodoin, President of the Congress. Prime Minister Pearson and 13 members of his Cabinet attended the presentation, and the Prime Minister and Hon. Allan MacEachen, Minister of Labour, replied on behalf of the Government. The Railway Committee Room of the Parliament Buildings was filled to capacity by an audience consisting of CLC officials, trade union representatives, members of the federal Civil Service, and others.

The Congress again made clear its stand with regard to the Government trusteeship over the Canadian maritime transport unions, and gave its views on unemployment and the economic situation in general, and on a number of other matters.

The Railway Brotherhoods' memorandum was presented by J. A. Huneault, Chairman of the Committee, attended by five of the other six members. The Committee asked the Government to give serious consideration to measures for dealing with unemployment, and it repeated its request for

amendment of the Railway Act to provide compensation for railway employees displaced by technological changes. A number of other questions were also touched on.

The Brotherhoods' delegation was received by Hon. Lionel Chevrier, Acting Prime Minister in the absence through illness of Mr. Pearson. The Minister of Labour and Hon. George McIlraith, Minister of Transport, joined Mr. Chevrier in replying for the Government.

## The CLC Brief

The CLC in its brief expressed qualified and reluctant approval of the establishment of a government trusteeship over the Canadian maritime transport unions. The Congress said that the consequences of the Maritime Transportation Unions Trustees Act, under which the trusteeship was set up, were so far-reaching, and the time the Act had been in effect so short, that it was "still virtually impossible at this moment to gauge its result."

The Act could be regarded as part of a general trend toward more active intervention by governments in trade union affairs, or it could be looked at from the point of view of freedom of association, the brief said. But the Congress's view was that it "must be examined in the light of the circumstances which led to its enactment, and of the need to preserve the public interest in the broadest sense of that term . . . .



"The imposition by force of law of a trusteeship over certain maritime unions, and more particularly the Seafarers' International Union of Canada, reflected a situation that could no longer be considered open to solution by other than government action." But the Congress made "very considerable" efforts to bring peace and order to the waterfront by voluntary means.

It was impossible to arrive at an agreement over the terms of composition of a voluntary trusteeship without jeopardizing "our own independence as a Canadian labour movement . . . . The obvious misunderstanding and misinterpretation which were given in the United States to the situation . . . led eventually to the complete breakdown in negotiations for a voluntary trusteeship, and we were forced to recognize the need for the type of legislation contained in the Maritime Transportation Unions Trustees Act."

The Congress said it had confidence in the trustees that were appointed and in their integrity and sense of public service.

The Act had created uneasiness among Congress members but the CLC's misgivings about the Act had been tempered to some extent by the Government's obvious reluctance to enact it, the brief said. "We choose to regard it, not as a precedent for further legislation of this sort, but instead as an action taken in the face of a situation which required extraordinary measures. Otherwise our opposition to this Act would have been plainly manifest, and we would not have identified ourselves with it."

Here the Congress took advantage of the opportunity to clarify certain misunderstandings.

Whatever differences may have arisen over the question of trusteeship and its administration, they do not reflect a conflict between national and international trade unionism . . . . What has been brought into clear focus is something else entirely, namely, the importance of establishing once and for all the fact that Canadian trade unions must be free to develop their own policies in the light of conditions in their own country.

Referring to the Norris report, the CLC expressed regret that neither its recommendations nor the legislation recognized that employers had been irresponsibly involved in the affair. "Where there is a corrupt union leader, there will also be found an employer willing to be his accomplice," the brief declared, and argued that it was "less than just that the burden of trusteeship should have been imposed on trade unions alone, and more particularly on four of the five unions involved which emerged from the Norris inquiry with a clean bill of health."

The brief commended the Government for not yielding to pressure on it to intervene during the longshoremen's strike in Quebec, at a time when it seemed that the strike might delay wheat shipments to the Soviet Union. "There were many voices calling upon you to intervene, to bring the strike to a halt . . . regardless of what would happen to the workers involved and to the right of their union to conduct a legitimate strike."

The CLC pointed out that the strike occurred after protracted negotiations and conciliation, and after the required proceedings under the Industrial Relations and Disputes Investigation Act. The dispute was eventually settled voluntarily.

The CLC admitted that it had caused inconvenience and annoyance to some and misgivings to others, but said that these were some of the inevitable consequences of industrial disputes, and constituted one of the calculated risks that any free society must take.

Referring to the strike of loggers in Northern Ontario last winter in which three strikers were shot and killed, the Congress reflected on the justice of court decisions that had imposed fines of \$100 each on those charged with the shootings, and of \$200 each on strikers who had been convicted of unlawful assembly in connection with the same occurrence.

## Unemployment

Although there had been a modest reduction in the number of unemployed during the year, and some improvement in the economy—the large sales of Canadian wheat abroad was an encouraging development—unemployment will continue to be one of our principal problems, the Congress said.

Because it had repeatedly put itself on record concerning unemployment and had offered solutions, the CLC recounted them only briefly in its submission: a program of planned deficit financing, a very substantial expansion in the public sector of the economy, and increases in social security benefits and reductions in tax rates for those with low incomes—since the beneficiaries of such measures have "the greatest propensity to consume and any additions to their incomes would be reflected immediately in new purchases."

The brief expressed satisfaction with various measures the Government had taken to relieve unemployment and to spread work more evenly over the year: incentives to winter house-building, extension of the municipal winter works incentive program, establishment of the Municipal Development Loan Fund, and provision

of more funds for training. It also approved of the recent increase in old age security benefits.

The Government's proposed Manpower Consultative Service, the CLC said, might make a significant contribution to the problems of technological change and unemployment.

The Congress considered, however, that the measures already taken and those proposed were not enough to produce the degree of economic activity required to "satisfy the need for jobs and for progressively improving the standard of living." It disagreed with the Government's budgetary policies, and it argued that this was not the time "for trying to balance budgets and increasing tax revenues through such devices as extension of the sales tax on building materials and machinery."

On the contrary, the Government should "have faced up to continued budgetary deficits and the use of fiscal and monetary policies to stimulate the economy to a consistently high performance," involving considerably more than had so far been undertaken in this direction. "In short, we favour economic planning," the brief said.

It welcomed the establishment of the Economic Council of Canada as a desirable step in the direction of such planning, and referred with satisfaction to the Council's terms of reference that required it to discuss with major economic groups and organizations plans for production and investment that would best promote "a high and consistent rate of economic growth."

### **Canada Pension Plan**

Some concern was shown in the brief at the delay in setting up the proposed Canada Pension Plan; but the CLC said it was glad to note the Government's evident determination to go ahead with the plan.

It referred to "an extensive campaign" being waged by "the insurance industry" to prevent the pension plan from becoming a reality. But it said that this should not deflect the Government from giving effect to "socially desirable policies."

### **Unemployment Insurance Act**

The Congress expressed approval of the recommendations of the Gill Committee of Inquiry into the Unemployment Insurance Act that related to: universal coverage of all employees, general pooling of risk, establishment of a new insurance class, increase in the ratio of benefit to previous earnings, and the maintenance of the same rates for extended benefits as for regular benefits.

It was also very much in favour of the proposal to transfer the National Employment Service from the Unemployment Insurance Commission to the Department of Labour.

But it strongly opposed the proposal to reduce the maximum period of benefit from 51 to 26 weeks. It also opposed two recommendations that had to do with the accumulation of contributions and entitlement to benefit, which, it said would make it more difficult for claimants to establish eligibility than was now the case. It took exception to those recommendations that had to do with the definition of "earnings," which, if implemented, would deprive of benefit many thousands of workers who now qualify, it contended.

### **International Issues**

The CLC reiterated its advocacy of the six-point program adopted at its fourth convention, which it had set out in the brief it presented last year (L.G., Jan. 1963, p. 15). But it expressed disappointment in the decision to equip Canadian forces with atomic weapons.

"The Canadian Labour Congress does not contemplate a neutralist or non-aligned position for Canada," the brief said, but it did support those who were against a "nuclear role for Canada's armed forces." Instead of trying to keep up with the atomic arsenals of the two big powers, "we should concentrate our military efforts on the things which we can produce ourselves within our economic and fiscal capabilities, and which will make our contribution a distinct and essential component of the over-all strategy of our alliances and partnerships."

The establishment of the Special Parliamentary Committee on Defence was welcomed as one of the things the CLC had asked for in its memorandum last year, as also were the Government's pledges to help in strengthening the political organs of the United Nations.

"Canada should also help strengthen the authority of the United Nations by ratifying the Conventions adopted by the UN and its Agencies. We refer in particular to the international instruments adopted by the International Labour Organization."

The Congress welcomed the announcement that the Government would double Canada's contribution to the United Nations Special Fund. It urged, however, that Canada's contribution to the assistance programs of the U.N. should be increased to at least 1 per cent of her gross national product.



### Other Recommendations

The Congress was encouraged by the Government's "tariff-incentive scheme" to help the Canadian automobile industry; it welcomed such schemes to assist secondary industries to improve their efficiency and expand their exports.

At the same time, it urged proper safeguards to prevent dislocation of labour. If such schemes did result in dislocation of labour or capital, adequate compensation should be given to the employees and employers affected.

The brief favoured the passing of Bill C-15, to amend the Railway Act (Responsibility for Dislocation Costs), which, it said, would be "a great step forward in providing workers with the assurance that technological change would not merely result in their being thrown on the industrial scrap heap."

Canadian railways should face the consequences of problems created by technological changes they introduce, the CLC said. Over a period of years Canadian railways had "relentlessly pursued a course of change calculated to improve their efficiency."

We can readily appreciate the motives behind the railways' actions. Like any other industrial undertakings, they must constantly strive to operate as economically as possible. But we strongly object to the fact that the cost of improved efficiency is being borne by the workers in the industry.

Displaced railway workers are being thrown out of employment, sometimes after long years of service, and compelled to find employment under vastly different circumstances than any that they had been trained for or experienced.

It is not enough for them to be entitled to unemployment insurance benefits nor is it reasonable to assume that they should be forced to accept employment at lower wages or under inferior working conditions because the qualifications which made them good railway employees are not valuable in other industries. We consider that the consequences of redundancy should be faced up to by the railways which create it.

The CLC said the Government should take a more active role in determining the location of industry. In a number of cases—Windsor, Ont., was an example—both employees and communities had suffered from the transfer of plant operations.

The decision to establish plants in a particular community or to transfer a plant from one locality to another should not lie with the corporations alone. The far-reaching effects of the decision require that the Government should participate. If measures to remedy unemployment and provide full employment are to be the policy of your Government, they must include a position on this important matter.

The CLC in addition:

—Urged action by the Government to establish a minimum wage of \$1.25 an hour and a maximum work week of 40 hours, to amend the Vacations With Pay Act, to introduce a new Fair Wages Act, and to amend the Industrial Relations and Disputes Investigation Act to provide for the check-off of union dues.

—Opposed the proposal adopted by organizations of municipalities in favour of what is commonly known as work for relief.

—Welcomed the establishment by the Government of the Preparatory Committee on Collective Bargaining in the Public Service, but opposed compulsory arbitration of disputes between the Government and its employees, favouring rather voluntary arbitration.

—Asked for income tax exemption with respect to the cost of tuition fees and other expenses connected with technical or educational evening courses for employed persons trying to improve their productive capacity.

—Reiterated its support of the Canadian Broadcasting Corporation as the principal broadcasting medium in Canada.

—Urged amendment of the Canada Elections Act to forbid an employer to prohibit or interfere with his employees' right to stand as candidates, or to engage in lawful activities in an election campaign.

—Asked the Government to consider "the adoption of a new sugar policy to rectify the present intolerable situation" relating to the price of sugar.

—Urged extension of the Industrial Relations and Disputes Investigation Act to the ship building and repair industry, and imposition of fair wage schedules on all government work done in private shipyards; establishment of a national advisory committee on fair employment practices; reservation of coastal and intercoastal trade to vessels built and manned in Canada, and reservation of trade in inland waters to Canadian and American vessels; establishment of a Canadian deep sea fleet by means of subsidies; establishment of an air transport industry council; and amendment of the Income Tax Act to allow loggers to claim deduction of expenditures for transportation to and from their place of work, board and lodging at logging camps when the logger has to maintain a separate establishment elsewhere, and on clothing and tools used in their work.



## The Government's Reply

### The Prime Minister

In replying to the Congress, Prime Minister Pearson said, with reference to the maritime union trusteeship, that the Government had taken the action it did with reluctance. It was not a course that it would care to take except in circumstances such as those that had prevailed last summer, in which, even with the help of the Congress, no alternative to Government intervention had been found.

Mr. Pearson recalled that at about the same time the Government had been urged to intervene with respect to the right to strike, and he said he was very glad that such intervention had not been necessary, and that the situation referred to had been corrected "without any violation of this right."

The unemployment situation, the Prime Minister said, was improving. Figures that had just come out showed a further reduction in unemployment, with the percentage of unemployment "lower than it has been for a good many years." But, he added, it was not low enough; and the Government would not be happy until it was down to where it should be.

Mr. Pearson said the Government accepted deficit financing, provided it "does what it is meant to do: to keep the economy moving and get people to work."

For social services, and a combination of assistance schemes and to help the provinces meet their obligations, and for other purposes which we think will add to our employment, we have added a further \$250,000,000 to our budget—last year's budget.

The Prime Minister expressed satisfaction that the Congress supported the Government's "desire to facilitate economic planning" through the formation of the Canadian Economic Council, and, regarding the Canada Pension Plan, he said that the Government thought that it should stand by its proposal for a national contributory portable pension scheme, and intended to proceed with such a plan as soon as possible.

### The Minister of Labour

Within the framework of the maritime union trusteeship, the Government had tried to provide a situation that would recognize and abide by present collective agreements and would provide for their renegotiation in the normal way, the Minister of Labour told the Congress delegation. He said that the trusteeship would not destroy or abrogate in any way the constitution and by-laws of the unions concerned, and that any such changes could

be made only by the members of the unions themselves.

He pointed out that Parliament had provided for the termination of the trusteeship at the end of a three-year period, and that it could be extended only by the action of the Governor-in-Council, and was then subject to possible revocation at the request of any ten members of Parliament.

The intention of the Government was to let the trusteeship carry on its activities independently, the Minister said. The trustees were in certain respects union officers, and the Government did not wish to interfere with their day-to-day activities.

With reference to the way in which the Government had respected the longshoremen's right to strike, Mr. MacEachen said that what had happened in that matter had taught him the lesson that many of the "arguments of national peril" put forward in a time of crisis become obsolete almost as soon as the dispute is settled.

Although the unemployment situation had shown improvement, the Minister agreed that the present rate of unemployment was too high, and the Government intended to do everything possible to reduce it, he said.

Mr. MacEachen described the Winter House Building Incentive Program as "a great success." He said that the 26,000 applications received, covering more than 31,000 dwelling units, would provide substantial employment and would help to stabilize employment over the total 12-month period.

The volume of applications under the Municipal Winter Works Incentive Program, and the labour content of the program, this winter would greatly exceed those of any preceding winter, the Minister reported, saying that this justified the Government's decision to shorten the period of the program.

Any changes in the Unemployment Insurance Act made as a result of the recommendations of the Gill Committee would have to be carefully considered, Mr. MacEachen said, and "at the appropriate stage any principle affecting these changes ought to be sent to a Parliamentary committee so that further representations may be made by interested bodies."

### International Railway Brotherhoods' Brief

By far the largest part of the brief of the National Legislative Committee of the International Railway Brotherhoods was devoted to a request for amendment of the Railway Act to provide "in clear and unmistakable language" for compensation for employees affected by the abandonment of railway lines.

This request, which the Committee has made in its submissions since 1958, took up 11 of the 21 pages in the brief. Requests for further changes in the Act, relating to level crossings, occupied another page.

Among the other requests and suggestions were many that had been made in earlier submissions, including:

- Transfer of the National Employment Service from the Unemployment Insurance Commission to the Department of Labour.

- Establishment of a Canadian Transportation Authority "to carry out a national policy affecting transportation."

- Consideration of four major recommendations on the effects of automation and technological change.

- Amendment of the Criminal Code to permit legal lotteries, the funds raised to be allocated to social services.

### **Unemployment Insurance Act**

Dealing with the Unemployment Insurance Act, the Committee recommended that the National Employment Service be transferred from the Unemployment Insurance Commission to the Department of Labour, as recommended by the Gill Committee of Inquiry into the Unemployment Insurance Act.

The brief also expressed the desirability of having all employers register job vacancies and requirements with the NES. Further, it requested that the payment of unemployment insurance benefits by mail be extended to all regions of Canada, and that "consideration be given to expanding and improving the National Employment Service in an effort to achieve full employment in Canada."

### **The Railway Act**

In its request for amendment of the Railway Act to make effective the principle of compensating railway employees affected by the abandonment of branch lines and similar changes, the Committee said:

We most urgently request that amendments be made to the Railway Act by revising Section 182 to provide in clear and unmistakable language for compensation for financial loss caused to employees by any change whatsoever made in the operation of the railways which requires employees who are retained in the service to change their places of residence, whether such changes are authorized under Section 168 or any other portion of the Railway Act.

We also request the same consideration for employees who are deprived of employment as is contemplated in the Canadian National-Canadian Pacific Act.

Earlier in the submission the Committee recalled how the Canadian National-Canadian Pacific Act, which had for its purpose

the provision for co-operation between the Canadian National Railways and the Canadian Pacific Railway system, was amended in 1939 to provide for severance pay for "every employee who is deprived of his employment as a result of any . . . measure, plan or arrangement . . . by Canadian National Railways or Canadian Pacific Railways . . ."

In addition, arrangements were provided for those who should be laid off and subject to call to return to work and for those who chose to resign and seek work elsewhere. Provision was also made to compensate displaced employees for financial loss occasioned by having to change their place of residence.

Many classes of employees are being affected by changes and reorganization by the railways, the brief continued. Branch lines are abandoned, small terminals eliminated, maintenance of way sections greatly extended, and stations closed.

"Over a recent two-year period, more than 150 station agents were removed from railways in Canada," the Committee said. "It is safe to say that the removal of such agents has resulted in a saving to the railways of three quarters of a million dollars a year."

And this is a continuing saving each year, whereas compensation would cost only a fraction of the saving made in one year and would be a one-time cost, the Committee pointed out.

The same principle applies, it said, in the case of all employees who are moved but retained in railway service.

According to DBS, the reduction in the number of employees on Canadian railways in one recent year was almost 18,000, which constitutes almost ten per cent of the work force. Where such reductions can be made without affecting the efficient operation of the railways there can be no question that the railways have the right to make such reductions; but we do not believe they had the right to cause financial loss to their employees without some compensation . . .

We have every reason to believe that reduction in staffs will continue for some time at least; and we urge the necessity for early action on our requests.

### **Automation and Technological Change**

The brief commended the federal Government for initiating the establishment of an Economic Council of Canada. To assist the effective operation of the Council, the brief advanced four major recommendations:

1. Government policy should be primarily concerned with the human consequences of technological change and not only with the possibility of economic growth through increased production.

2. Close liaison should be developed between the Economic Council of Canada, the Advisory Committee on Technological Change, branches of the Department of Labour, and all other government agencies.



3. Co-ordination of research projects conducted by the Economic Council and the Department of Labour so as to avoid overlapping and duplication.

4. Expansion of and publicity on the services offered by the Department of Labour through the Manpower Consultative Service program.

### **National Transportation Policy**

The brief urged the Government to set up a Canadian Transportation Authority in order to formulate and carry out a national transportation policy. This body would combine and expand the present functions, duties and responsibilities of the Board of Transport Commissioners, the Air Transport Board and the Canadian Maritime Commission, the brief said. The Authority would see to it that equitable competition was maintained between the various forms of transportation, and would co-ordinate transportation services in the interests of the Canadian public.

With respect to the St. Lawrence Seaway, the brief opposed a reduction of tolls or a rearrangement of financial obligations that "would circumvent the intention of Parliament in establishing the St. Lawrence Seaway Authority."

The Act provides that full recovery of construction and operating costs should be effected from the toll charges collected in the 50 years following 1959. A policy of inadequate seaway tolls would prevent this and would also provide seaway transportation with an unfair competitive advantage to the detriment of rail transportation, the brief asserted.

### **Air Pollution**

Pointing out that millions of tons of pollutants were being released into the air every day, and that research had established a link between air pollution and cancer of the throat, lungs and stomach, the brief called for expanded government research on this problem.

The Committee expressed particular concern over the fact that during last July, 24 railway workers were stricken with carbon monoxide poisoning during a tour of duty "in the spiral tunnels of British Columbia," and required hospital treatment. The effects suffered by the remaining 150 employees was cause for additional concern.

### **Legal Lotteries**

The brief called for amendment of the Criminal Code to permit legal lotteries, and suggested that the funds raised be allocated to social services. It pointed out that large amounts of money were annually leaving Canada in connection with lotteries conducted in other countries, and that race track betting has legal status in Canada.

### **Canada Pension Plan; Other Subjects**

Supporting the Government on its proposed national contributory pension plan, the brief nevertheless expressed concern over the effect that the plan might have on the private pension plans in which many railway employees are now participating.

The brief supported the immigration of persons who could contribute to the development of the country, but stressed that Canada's skilled workers should be encouraged to remain in Canada. It commended the joint efforts of the federal and provincial Governments in the training of skilled workers, so that Canada need not depend on immigration to supply this type of labour.

The brief recommended the repeal of Subsection 6 of Section 265 of the Railway Act, which deals with the Railway Grade Crossing Fund. As the Act stands now, the Committee believes, it tends to reduce the number of grade separations that are built and appears to involve duplication of expense.

Concerned over the number of accidents at level crossings, the Committee again asked for action in this problem. But instead of repeating its request for the elimination of level crossings—which had been shown to be prohibitively expensive—the Committee in its brief recommended the installation of manual or signal protection at hazardous crossings. In addition, it suggested that the Minister of Transport request the National Research Council to conduct research on warning systems for use on all public and commercial vehicles.

On taxation, the brief urged that the basic exemptions under the Income Tax Act be increased, and that the basic exemptions under the Estate Tax be raised from the present \$60,000 to \$100,000. The present method of estate taxes on pensions and annuities requires widows to pay these taxes on amounts not yet received.

As in previous briefs since 1958, the Committee asked for legislation that would insure enforcement of improved health and sanitation standards for railway employees. A standard of sanitation and facilities equal to those provided for the travelling public should be given to railway employees, the Committee said.

The Committee again repeated its recommendation that labour be adequately represented on government-appointed boards and commissions.



## The Government's Reply

Hon. Lionel Chevrier, Minister of Justice and Acting Prime Minister, was first to reply to the brief presented by the Railway Brotherhoods.

In reply to the request for establishment of a Canadian Transportation Authority to formulate and carry out a national transportation policy, the Acting Prime Minister said he remembered how the Turgeon Commission had strongly made that recommendation, and he had hoped one day to bring in an amendment to the various acts that would implement that recommendation (Mr. Chevrier is a former Minister of Transport).

But "there were so many amendments to the various statutes that had to be brought forward in order to implement all the recommendations of the Turgeon Commission that it was impossible to reach this one." The recommendation, which in his opinion had "a tremendous merit," had been discussed with keen interest at the time, but it had provincial implications as well, he pointed out.

As to the St. Lawrence Seaway tolls, he said there was an agreement between two countries and he did not think that any Government would dare change the policy of using tolls to amortize and recapture the cost of the facilities.

Replying to the request for legal lotteries, he stated the subject had come up for discussion at the recent Dominion-Provincial Conference. He said he personally favoured the establishment of lotteries, under provincial jurisdiction, but that there were other views also. He added that he would be reporting soon to the Cabinet on the views of the provinces.

## The Minister of Labour

"I am very pleased that you recognize, as we do, the necessity of training and education and retraining in creating an adaptable labour force," the Minister of Labour told the delegation. He mentioned the additional assistance in training allowances and contributions for technical-training facilities that the federal Government was extending to the provinces.

Answering other points of the brief, he stated that steps had been taken to strengthen the personnel resources of the National Employment Service. As for severing the NES from the Unemployment Insurance Commission, as recommended by the Gill Committee, this matter "is under active consideration and we may be able to announce steps in that direction in the near future," he declared.

On the question of paying special attention to the human factors of technological

change, he mentioned that the Department of Labour had established a new manpower consultative service to assist labour and management in particular plants to make studies and adjustments. He also said the Government hoped to encourage any suitable retraining programs and had in mind re-employment incentives to provide employment assistance for workers displaced by technological change.

## The Minister of Transport

Hon. George J. McIlraith, Minister of Transport, dealing with the Committee's requests and recommendations concerning the Railway Act, said that one thing was quite clear: the legislation was out of date. He thought this was certainly true of Section 182 and the related sections.

Presenting another side to this question, the Minister of Transport said: "Now, I am not sure, in my mind, as to whether that kind of thing should be part of the negotiations and agreements or whether it should be part of legislation. There is a question there." He stressed that he would want to reserve the right to give further consideration to this question, as it was quite a serious matter.

As to the Railway Grade Crossing Fund, he said "legislation had been put through now and we can try extending the Grade Crossing Section of the Railway Act for another three years." A "technical change" was also to be made in the method of providing funds, facilitating the work of the Board of Transport Commissioners when it deals with the municipalities.

Although statistics of motor car accidents and fatalities presented a constant warning, during the last six years there had been a consistent decrease in the number of motor vehicle accidents at railway crossings when related to the total number of motor vehicle accidents, "so there is some real good being accomplished by that fund," the Minister observed.

Referring to the request for a national transportation policy, the Minister said he thought "it was imperative that we try to get forward with as much as we could of the MacPherson Royal Commission legislation because the railway legislation was so far out of date." The Government had progressed to the point where the proposed legislation was placed on the order paper, but it was obvious that it would not go through at the then current session and would have to stand over until early spring.

Because this matter would have to take priority over that of obtaining a Canadian Transportation Authority, there had been no decision and no real consideration for

setting up such an authority "and doing away or embodying the other transportation in it."

Some consideration had been given this matter in his own department, he said. He

pointed out that some real problems would be involved—for example, incorporating into such a central body the Canadian Maritime Commission, which is primarily concerned with shipbuilding subsidies.

## The Canadian Chamber of Commerce Submits Recommendations to Cabinet

*Urges immediate implementation of recommendations of Gill Committee, proposes that all federal deputy ministers should be fluently bilingual, favours Ontario's kind of pension law*

In its annual policy presentation to the federal Cabinet on December 6, the Canadian Chamber of Commerce urged the immediate implementation of the recommendations of the Gill committee of inquiry into the Unemployment Insurance Act.

It made a recommendation that it had not made in previous representations to the Cabinet in proposing that all deputy ministers of federal departments should be "fluently bilingual."

The delegation, headed by President Howard T. Mitchell, said the Chamber recognized that some Canadians were unable to provide adequate medical care for themselves and their families. It approved the measures proposed by the voluntary service and indemnity plans, and by some provincial governments, to provide medical coverage for these people; but it expressed the opinion that the contributions of governments at all levels should be made only on behalf of those who were unable to provide for themselves.

The Chamber's statement of policy, which was formulated at its 34th annual meeting in October, was presented under 46 headings and covered the broad subjects of: freedom of enterprise, human resources, material resources, external relations, finance, defence, transportation, and miscellaneous. In general, the recommendations followed closely those of previous years.

The Chamber, in referring to unemployment insurance, said that the Canadian system of support for the unemployed should be based primarily on insurance principles, and should be so administered that abuses were eliminated and public support for the system engendered. It repeated its previous assertion that "the original concept of unemployment insurance should not be expanded to embrace unemployment assistance by using contributions from non-seasonal employment to subsidize seasonal unemployment."

Regarding old age security, the Chamber favoured the kind of pensions legislation enacted in Ontario. "This legislation, which extends existing provisions for pensions, utilizes the existing savings media, thus aiding the economy by creating new capital which becomes available for industrial expansion and the creation of new employment opportunities. Further, this legislation maintains equity between all contributors and avoids subsidy between the various groups of the population," the Chamber said.

It expressed concern about the suggestions made in Parliament that a contributory wage-related government pension should be added to the present flat-rate government pension. "In such a plan, cross-subsidies between various groups are unavoidable, and, as in the United States, result in the highest subsidies to the highest income groups. Furthermore, a government contributory plan would withdraw large amounts of savings from the capital market to the great detriment of Canada's capital hungry economy."

The Chamber contended that "the role of the federal Government in further extensions into the field of old age security should be confined to assisting the provinces in the co-ordination of pensions legislation throughout the country . . . Government-operated plans should be confined to the federal flat-rate pensions programs, with the possible addition of disability and survivors' benefits."

It added that pension arrangements should be reasonably uniform across the country, "since so many Canadians are employed with companies operating in more than one province."

Its often expressed concern about the continually rising burden of taxation in Canada was reiterated by the Chamber, and it suggested that some shift in emphasis from taxes on income to taxes on expenditure should be considered in order to encourage industrial expansion and



employment, and stimulate private initiative and effort. "Tax policy should be designed to encourage the flow of capital and resources into efficient industries and not into non-competitive uneconomic operations, which are wasteful of our natural resources," the statement said.

"Programs for further expenditures, for any purpose, must now be weighed against the regressive effects of increased costs of government upon the ability of the country to achieve a more rapid rate of growth which would itself go far toward achieving the socially desirable goal of such programs," the Chamber said. It again recommended a balanced budget as "a pressing objective."

### **Employer-Employee Relations**

Under the heading of employer-employee relations, the Government was told that the Canadian Chamber was suggesting to its member Boards of Trade and Chambers of Commerce that they take the leadership in their communities in finding opportunities to promote closer collaboration and understanding between labour and business in seeking solutions to Canada's economic problems.

Ever-improving productive efficiency achieved in co-operation with labour will aid materially in the expansion of trade at home and abroad, the Chamber stated. Technological advances are essential to the country's general welfare and its economic strength.

But these should take into account and make provision for the human values involved through constant attention to education and retraining, the statement declared.

### **Handicapped and Older Workers**

Employers should recognize the important contribution that special categories or workers, such as old-age or handicapped groups, could make to the nation's productive efforts, the submission said. It repeated previous recommendations to employers to give consideration to the suitable employment of older workers and physically handicapped persons and to the federal Government to encourage and support the provinces in developing co-ordinated rehabilitation programs, in which it should be given the fullest support by employers, workers, government and voluntary agents.

Besides recommending that all deputy ministers of federal departments should be fluently bilingual, the Chamber said that "within each Government department, French and English should be recognized as official languages, not only in theory but in practice"; that all federal Government forms and documents should be bilingual when practicable, or else be available in both languages; and that employees of the federal Civil Service should "be encouraged to take special training to develop greater understanding and facility in communications between the two major language groups of the country."

The Chamber urged that the Parliament of Canada should formally adopt and authorize a distinctive national flag, and that the federal Government should adopt officially approved texts in both official languages of "O Canada" as the official national anthem of Canada.

The Chamber asked that the Government, as a consistent policy, actively ensure a greater and more continuous flow of desirable immigrants to Canada.

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## **Decisions of Umpire**

*(Continued from page 57)*

expected to know what is the exact range of the prevailing rates of pay for all the (types of) employment which may be suitable in his particular case in the area in which he is prepared to accept work. It would, therefore, seem to me that, in the absence of definite evidence to show that a claimant, before making a statement of the

kind which is alleged to have been made by the instant claimant, was reasonably informed by the interviewing officer of those rates and of the relevant provisions of the Act or Regulations, little, if any, value can be attached to such statement.

I consequently decide to allow the claimant's appeal.



# 5th Biennial Convention of the AFL-CIO

*Gives Executive Council power to waive the internal disputes machinery in disputes between affiliates in Canada, when and if CLC adopts similar plan for handling jurisdictional fights*

The power to adjudicate jurisdictional disputes between Canadian branches of international unions will be handed over by the AFL-CIO to the CLC "when and if" the Canadian organization adopts a plan for dealing with such disputes.

The 5th biennial convention of the AFL-CIO, held in New York from November 14 to 20, approved a recommendation to empower the AFL-CIO Executive Council to waive its internal disputes machinery in disputes involving the Canadian membership of international unions affiliated with both the AFL-CIO and the CLC, if that congress adopts a similar jurisdictional disputes plan.

The CLC had long been seeking autonomy in this matter.

The convention did not amend the AFL-CIO constitution to give clear and immediate recognition to the right of the Congress to be the final arbiter in these disputes, as the CLC had hoped, even though the convention resolutions committee had drafted a constitutional amendment.

The resolutions committee was working on a resolution submitted by the Pulp, Sulphite and Paper Mill Workers, who lost their position as bargaining agent at a British Columbia plant through an AFL-CIO ruling under its internal disputes plan. The resolution pointed out that the failure of the AFL-CIO to recognize the autonomy of the CLC had led to agitation for national unions in Canada.

The current CLC constitution provides that jurisdictional disputes between affiliates will be submitted to the CLC President, who "shall endeavour by consultation with the appropriate officers of both affiliates to settle the matter by voluntary agreement between such affiliates." If no voluntary agreement is reached, the President reports his recommendation to the Executive Council for a decision. If an affiliate refuses to comply with that decision, the Council submits the matter to a convention for action. It was under this provision in the constitution that the Seafarers' International Union was expelled.

The AFL-CIO's internal disputes plan (L.G., 1962, p. 38) provides for the arbitration of jurisdictional disputes by an impartial umpire. The umpire's decision

may be appealed to federation's Executive Council but to date the umpire's decisions have stood.

Another question particularly affecting Canada—the government trusteeship over Canadian maritime transport unions—did not come before the convention, although it was a burning issue at the three-day convention of the Maritime Trades Department of the AFL-CIO, which was held just before the parent body's convention (see following story). At the MTD convention, George Meany, AFL-CIO president, declared that he was "opposed to Government-controlled trade unions here in the United States, in Africa, in Germany under Hitler, in Russia under Stalin, and in the Dominion of Canada."

Unemployment and the civil rights issue were two of the main subjects of discussion at the convention. A move to allow the International Brotherhood of Teamsters to be re-admitted to the federation failed when it was strongly opposed by President Meany.

The convention was described as the quietest since the merger of the AFL and the CIO in 1955.

## President's Address

President George Meany proposed the 35-hour work week now and a shorter one later on as a means of alleviating unemployment, and he described automation as a "curse" to society, with "no element of blessing in it."

In his presidential address, as further measures for wiping out unemployment, he called for an accelerated public works program, a substantial increase in the federal minimum wage and an extension of its scope, and lower income tax for those with small incomes.

"Unless we wake up and do something about it," Mr. Meany said, "our whole system as we know it today will go down the drain as a result of the automation and unemployment it is creating." He questioned the accuracy of the unemployment estimate of 5 per cent, placing it at nearer to 8 per cent. The reason for this, he said, was that the official figure took account of registered unemployed only, and did not include workers who did not register because they had no hope of finding employment.

## Joseph Morris

Joseph Morris, Executive Vice-President of the Canadian Labour Congress, in his address as fraternal delegate to the convention, without explicitly mentioning the trusteeship question, referred to "the differences of opinion which have arisen between our two labour movements during the past few weeks and months," and went on to say plainly that "the leadership the Canadian labour movement has given in this matter has been based firmly upon our intention of preserving the right to determine our own affairs."

Canadian trade unionists have never been isolationists, Mr. Morris said. "More than 70 per cent of the membership of the Canadian Labour Congress is made up of members of international trade unions . . . We have taken the position of defending and promoting international unionism because we believe it is a correct position in a continent with the complementary economies and institutions found in North America. We have, too, within the Canadian Labour Congress, as you have also within the AFL-CIO, purely national unions where that type of organization is felt to be appropriate."

"You should be aware that during the last few years there has been the understandable development of national feeling in Canada and a growing desire for greater national self-determination within the family of free nations. The dispute relating to the maritime union situation has focused sharp attention on these sentiments of nationalism and self-determination. The position taken by the Canadian labour movement in this matter has received almost unanimous editorial and public support."

"In each of our nations, from time to time, legislation is enacted which has some bearing on the institutions of the other . . . When such matters are before our legislative bodies," Mr. Morris continued, "we make representations to the authorities involved . . . Our representations are based on the wishes and best interests of our members."

"The Canadian labour movement reserves the right to determine democratically what those wishes are and where the best interests of its members lie. We are happy to seek advice and counsel of fraternal organizations, but whatever decision is finally taken, that decision must be ours."

Toward the end of his address, the speaker repeated, "Above all, we believe that we must retain our right to make decisions concerning our own national affairs."

To do less would be to surrender our sovereignty. We must retain the power to make decisions—right or wrong—which affect us and the welfare and progress of those whom we represent."

## President Kennedy

President Kennedy called unemployment "the basic issue" and asked for organized labour's help in getting his economic program through Congress. The nation did not "dare to wait until it is too late" for the passing of a bill to reduce taxes; the bill offers a promise of new jobs for two or three million now out of work, he said.

"We urgently need that tax cut as insurance against a recession next year," the President said. The "whole economic climate" is already affected, he contended, by lack of work for 4,000,000 people, and by a rate of unemployment in 1963, a "year of prosperity," as high as it was in 1954, "a year of recession."

Productivity goes up so fast, so many millions come into the labour market, that unless we have the most extraordinary economic progress in the history of our country, we cannot possibly make a dent in the 5.5 per cent jobless figure.

Some considered civil rights the number one issue, President Kennedy said, and he agreed that the nation "needs the passage of our bill if we are to fulfil our constitutional obligations." But, he continued, "No one gains from a fair employment program if there is no employment to be had. No one gains by being admitted to a lunch counter if he has no money to spend. No one thinks much of the right to own a good home and to sleep in a good hotel or to go to the theatre, if he has no work and no money."

## Willard Wirtz

A statutory reduction of the work week would "at best only spread unemployment," and at the worst "would so increase costs as to curtail markets and reduce jobs," U.S. Secretary of Labor Willard Wirtz told the delegates. He added that it would also mean giving up the standard of living that the United States could attain as a nation by continuing with the present work week.

One of the things affecting employment was that the private economy was not at present producing anything like enough jobs for people who want to work. Another was that an increasing number of people were not qualified to do the jobs that today's automated economy would provide even if it expanded.



There was no reason to be afraid of machines, Mr. Wirtz contended. "We can use in this country all the things and services, all the machines, and all that the working men and women can produce. There is great reason, however, to be concerned about how hard it is to get people who are educated and trained to see what machines are doing to people who are not educated and trained."

The nation faced a problem in unemployment resulting from automation, but he found encouragement in the growth of the economy during the past three years, in the increase in earnings, in the rejection of the idea that depressions were inevitable, and in the new evidence that a capitalistic people could meet the challenge of technology.

### Other Speakers

Governor Nelson A. Rockefeller of New York also dealt with the unemployment question when he addressed the delegates. He said that the nation was going to need 20,000,000 new jobs in the next five years.

The first essential step in developing these jobs, he said, was to make properly designed tax reductions, together with strict controls on expenditure, to stimulate investment and increase individual incentives in the private sector of the economy.

*John I. Snyder, Jr.*

Another speaker, John I. Snyder, Jr., President of U.S. Industries, Inc., said that he favoured a shorter work week as a means of solving the unemployment question, in the absence of other solutions. "I want to sell the automation machines my company makes, and if our economy turns sour, if the unemployment is not solved, I will have difficulty selling them," he said. He described President Kennedy's proposed tax reduction of \$11,000,000,000 to create new jobs as only a partial solution.

(A little more than a year ago, U.S. Industries and the International Association of Machinists, which represents the firm's employees, established an "American Foundation on Automation and Unemployment," financed by U.S. Industries through a royalty on sales and rentals of its equipment. Al Hayes, President of the IAM, is co-chairman of the Foundation with Mr. Snyder.)

Mr. Snyder said that "most of our experience" refuted the myths that retraining and relocation of those displaced was the answer to the disturbance caused by automation. He contended that these ideas "unfortunately serve only as easy palliatives for those who either cannot or will not come forward and grapple with problems."

His view was that the solution to unemployment brought about by automation lay in general planning directed toward creating new industries and new markets for products.

### *A. Philip Randolph*

For the first time, civil rights were given priority at an AFL-CIO convention over all other business, and the first place among the speakers was given to A. Philip Randolph, President of the Brotherhood of Sleeping Car Porters, the federation's only Negro vice-president.

Mr. Randolph warned the delegates that the Negro's traditional loyalty to organized labour had been put to a severe strain, and that the Negro-labour alliance was being pulled apart by a combination of persistent discrimination in a number of unions with the failure of the trade union movement to throw its full weight into the civil rights revolution in every community.

The convention's response was to pass a resolution on civil rights that was the strongest statement on the subject ever to come before an AFL-CIO convention and that marked a new phase in the federation's policy on discrimination. The resolution made a sweeping demand for equality for Negroes, both within the labour movement and on the community, state and national planes.

### Resolutions

When the attempt was made to get the International Brotherhood of Teamsters taken back into the federation, President Meany said that the union had not asked to come back, and that it would not be considered for re-affiliation until it made proper application.

Mr. Meany pushed through a verbal vote against considering re-admission of the union, and over-rode the protests of some Teamsters' supporters who tried to get the floor. The resolution passed by the convention said that the Teamsters union must apply for re-admission "under conditions that will fully protect the rights of all affiliates under the AFL-CIO constitution." The resolution also applied to the International Longshoremen's and Warehousemen's Union.

The convention agreed to support the maritime unions in their efforts to bring flag-of-convenience ships under American union jurisdiction. It also passed a resolution calling for assistance to the Government in expanding the nation's foreign trade.

Toward the end of the convention, the delegates approved a 15-point program for a "comprehensive and massive job-creating effort." One of the 15 proposals called for



early passage of President Kennedy's proposed \$11,000,000,000 tax reduction. Failure to do this, the resolution said, "could mean the onset of another recession and rapidly rising unemployment during 1964."

Besides this, the 15-point program urged: formation of a national planning agency, bigger public works programs, a youth employment project, reversal of the Federal Reserve Board's recent increase in the rediscount rate, quickened increases in wages and fringe benefits, legislation to broaden minimum wage coverage and an increase in the minimum to \$2 an hour; a shorter work week—to be reduced to 35 from 40 hours—without reduction in pay, more liberal unemployment insurance, a national manpower policy, a federal commission on automation, increased aid to low-income families, federal advances in limiting job discrimination against Negroes and other minorities, curbing of corporate price policies in leading industries, and new measures to improve the U.S. balance of payments.

## Maritime Trades Department Convention

The AFL-CIO's Maritime Trades Department, at its three-day convention held in New York just before the parent federation's convention, drew up a program for fighting the Canadian government trusteeship over the Seafarers' International Union of Canada and four other maritime transport unions. A special committee established to put the program into action began immediately to consider ways and means.

The MTD, which represents 29 unions with a total membership of 400,000, adopted without discussion a policy statement, or special report, that said government control over trade unions must be opposed by all possible means.

The first of seven recommended measures outlined in the report was to carry the fight to the United Nations and the International Labour Organization. There was, however, no hint in the report as to how the MTD planned to place the issue before the U.N.

The program included economic action, as deemed advisable, and consideration of a campaign of selective boycotting of Canadian goods and services. Other parts of the plan were an educational program to inform trade unionists and the public of the "abrogation of the rights of Canadian trade unionists under the trusteeship," and possible action by appropriate legislative agencies in the United States.

In proposing representations to the U.N., the document maintained that Canada had

violated articles of the U.N. Charter that call for respect for human rights and fundamental freedoms, including the freedom of association and the right to join trade unions for the protection of the individual's interests.

Another resolution passed by the convention threatened to withdraw the AFL-CIO's traditional support for a liberal foreign trade policy unless government aid was forthcoming for American workers laid off because of imports. Labour's support of the Trade Expansion Act of 1962 was based on adequate assistance or relief for those adversely affected by imports, the resolution said. "Its continued support for liberal trade depends on the fulfilment of this premise." The U.S. Tariff Commission has refused requests by three unions for assistance for their members under the Act. The resolution said that the law could be effectively administered by the Commission without amendment; but "if it is not so administered . . . an amendment will be necessary."

### *Election of Officers*

In the election of officers, George Meany was re-elected President, and William F. Schnitzler Secretary-Treasurer. The 27 vice-presidents on the Executive Council were all re-elected without opposition.

The policy statement contended also that the trusteeship contravened the principles of freedom of expression and association embodied in the charter of the ILO, and it proposed suitable action by that organization.

The statement described the Canadian Government's action as the gravest threat to free trade unionism ever made on the North American continent. The following are two extracts from the statement:

"We have reviewed all the circumstances leading to the creation of this trusteeship, and we most strongly feel that the drastic action which the Canadian Government has seen fit to take as a means of dealing with a labour-management dispute is clearly unwarranted. Certainly we, as trade unionists, cannot accept this method of dealing with a dispute between a union and an employer.

"Aside from the merits of the dispute itself, the application of government control over trade unions must be repugnant to every member of the free trade union movement, and must be opposed by all possible means."

The special report was drafted and signed by officers representing six unions,

all but one of which have Canadian branches. These officers were: A. F. Young, Director of the Iron Shipbuilders International Marine Council, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; Robert E. P. Cooney, Vice-President, International Association of Bridge, Structural and Ornamental Iron Workers; S. Frank Raftery, Special Representative, Brotherhood of Painters, Decorators and

Paperhangers of America; Thomas Gleason, President, International Longshoremen's Association; Russell Crowell, President, Laundry and Dry Cleaning International Union; and Stephen J. Leslie, International Representative, Marine Division, International Union of Operating Engineers.

Affiliation of the first four is AFL-CIO/CLC; of the last two, AFL-CIO. The Laundry and Dry Cleaning International Union has no members in Canada.

## Industrial Fatalities in Canada during Third Quarter of 1963

*Deaths from industrial accidents during 1963's third quarter numbered 282, of which 58 occurred in construction industry*

A preliminary count of reports received by the Department of Labour shows that there were 282\* industrial fatalities in Canada during the third quarter of 1963.

During the previous quarter, 257 fatalities were recorded, including 25 in a supplementary list. In the third quarter of the previous year, 320 fatalities were recorded.

During the third quarter of 1963, there were two accidents that each resulted in the deaths of three or more persons. On August 18, seven workmen were killed or died later of injuries received, when a boiler and furnace exploded at a pulp and paper mill in Woodfibre, B.C. On July 13, four RCMP officers were killed when a float-equipped aircraft crashed and burned on the outskirts of Carmacks, Y.T.

The largest number of fatalities, 58, occurred in the construction industry. Of the 58 fatalities, 25 were in miscellaneous construction, 20 in highways and bridges, and 13 in buildings and structures.

In the manufacturing industry, 10 of the 42 fatalities were in paper products; 9 in iron and steel products; 4 each in food and beverages, and in wood products; 3 in non-ferrous metal products; 2 each in transportation equipment products, electrical apparatus products, products of petroleum and coal, chemical products and miscellaneous manufacturing products; 1 each in rubber products and textile products.

The 39 fatalities that were recorded during the third quarter in the transportation, storage and communication industry were distributed as follows: 18 in local and

highway transportation, 13 in railway transportation, 5 in air transportation, 2 in water transportation, and 1 in the storage industry.

In the service industry, 27 of the 37 fatalities were in public administration; 9 in business, personal and domestic service; and 1 in recreation service.

In the mining and quarrying industry, 13 of the 30 fatalities were in metal mining, 12 in non-metal mining, and 5 in coal mining.

In the remaining industries, the 76 fatalities that occurred during the quarter were distributed as follows: 26 in agriculture, 20 in logging, 12 in public utilities, 10 in trade, and 8 in fishing and trapping.

### Analysis by Cause

An analysis of the 282 fatalities during the third quarter of 1963 shows that 67 (24 per cent) were the result of collisions, derailments, wrecks, etc.; 32 of them involved automobiles and trucks, 16 involved aircraft, 8 involved tractors and load-mobiles, 4 involved railways, 3 each involved watercraft and miscellaneous agencies, and 1 involved an animal-drawn vehicle.

Sixty fatalities were the result of being struck by different objects. Of these fatalities, 9 were caused by moving vehicles; 6 were the result of being struck by tools, machinery, cranes, etc.; and 45 were in the category "other objects" such as falling trees and limbs, and landslides or cave-ins.

Fifty-seven fatalities were caused by falls and slips; all but five were the result of falls from different levels.

Forty-eight fatalities were the result of being caught in, on or between; most of

\* See Tables H-1 and H-2 at back of book. The number of fatalities that occur during a quarter is usually greater than the figures quoted in the quarterly articles. Information on accidents that occur but are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly.



The industrial fatalities recorded in this quarterly article are fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment, including deaths that resulted from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

them involved tractors, loadmobiles or machinery.

The remaining 50 fatalities were distributed as follows: 24 were caused by electric current; 13 were the result of conflagrations, temperature extremes and explosions; 8 were caused by inhalations, absorptions, asphyxiations and industrial diseases; 2 were the result of over-exertion; and 3 were

under the heading "miscellaneous accidents."

By province of occurrence, the largest number of fatalities, 114, was in Ontario. In British Columbia there were 66, in Quebec 28, and in Alberta 23.

During the quarter, there were 101 fatalities in July, 95 in August, and 86 in September.

Out of every 100 students who enrolled in engineering courses in Canadian universities during the period 1950-59, an average of 44 a year dropped out of university without receiving a degree. The drop-out rate includes both failures and withdrawals.

This is one of the findings of a study made by the Economics and Research Branch of the Department of Labour and published as "Professional Manpower Bulletin No. 3, *Drop-out Rates in University Engineering Courses*."

A comparison of drop-out rates in engineering with those in seven other faculties shows that arts and science was the only other faculty in which the drop-out rates in the period were close to those in engineering. In commerce, the rate was higher than in engineering at the beginning of the period but dropped considerably below during the latter part.

"The average drop-out rate in engineering in 1956-58 appears to have been higher than that of the university as a whole," the bulletin says. "Further, the engineering drop-out rate in these years was increasing while rates in several other faculties were relatively stable."

"In engineering, most of the drop-out took place in the first year of the course. On the average, 24 per cent dropped out after first year, 10 per cent after second year, 6 per cent after third year, and 4 per cent in their graduating year."

The bulletin raises the question whether those who dropped out had enough ability to succeed in university in the first place. "A full answer to this question must wait upon the results of more intensive educational studies," it says, but the available evidence suggests that the relationship

between drop-outs and low scholastic ability is not as close as might be supposed. But the results of the Atkinson Study of Utilization of Student Resources issued by the Ontario College of Education in 1959 showed that "a significant proportion of first year failures had previously demonstrated scholastic ability."

What then accounts for this loss of "potential," and what factors other than lack of scholastic ability contribute to drop-outs. In trying to answer this question, the bulletin quotes from the third study report of the Canadian Conference on Education, which suggests that "our failure to achieve greater development of the total student potential by formal education and training is due to many factors. Some of these operate within the personality of the individual pupil, but are generally the result of his reaction to external factors over which he has little control."

Four factors that contribute to failures and withdrawals in the school system as a whole were enumerated in the cited report: the lack of effective guidance by parents and by society; the failure of parents and teachers to inspire motivation; the lack of opportunity provided by the curriculum; and the lack of means."

In seeking an explanation for the higher drop-out rate in engineering compared with other faculties, the bulletin deals briefly with several possible reasons. It notes that an increase in the student-staff ratio might raise the drop-out rate by inflating the proportion of students receiving less scholastic attention. And it points out that there were more "students per staff" in engineering than in the university as a whole.



# Employment and Unemployment, December

The estimate of 6,428,000 persons employed in December was 68,000 smaller than that for November; but the decrease was less than seasonal.

Yet the increase in unemployment during the month, by 43,000 to 346,000, was unusually small for the time of year. The average increase during this period in the past five years was 82,000.

During the month, the labour force decreased, from an estimated 6,799,000 in November to 6,774,000 in December, so that the seasonally adjusted unemployment rate fell from 5.1 per cent in November to 4.9 per cent in December.

Employment in December was higher by 268,000, or 4.4 per cent, from December 1962; and unemployment was lower by 68,000. The labour force was up by 200,000, or 3.0 per cent, from a year earlier.

## Employment

The decrease of 36,000 in non-farm employment was the smallest decline between November and December in the past seven years. Farm employment declined seasonally by some 32,000 from November.

Manufacturing employment, which usually falls at this time of year, was well maintained during the month. Layoffs in construction were relatively light owing to a recent strengthening in residential construction.

Total employment in December was 4.4 per cent higher than a year earlier, compared with an average December-to-December increase over the past decade of 2.0 per cent.

The largest increases were in service and manufacturing, which together accounted for about three quarters of the over-all

advance. Smaller gains took place in trade, forestry and construction. In the remaining industries, employment levels were much the same as the year before. The number of employed women increased by 141,000, or 8.1 per cent, over the year. Almost two thirds of them were married women.

The number of employed men was higher by 127,000, or 2.9 per cent, than a year earlier; some 86,000 of the increase was among married men.

Employment was up considerably from the previous year in all regions except the Atlantic region, where it was virtually unchanged. The increases ranged from 4.1 per cent in the Prairie region to 5.7 in the Quebec region.

## Unemployment

Unemployment rose from 303,000 to 346,000 between November and December, an unusually small increase for the time of year. The increase was entirely among men.

Compared with a year earlier, unemployment was down 68,000. More than four fifths of the decrease was among men 25 to 64 years of age.

Of the 346,000 unemployed in December, some 273,000 had been unemployed for three months or less. An estimated 35,000 had been seeking work for from four to six months, and 38,000 for seven months or more. Virtually all of the year-to-year drop in unemployment was among persons unemployed for more than one month.

Unemployment in December represented 5.1 per cent of the labour force, compared with 6.3 per cent a year earlier and 6.4 per cent two years ago. In November the rate was 4.5 per cent.

Unemployment rates were lower than a year ago in all five regions.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Dec. 1963	Dec. 1962	Dec. 1963	Dec. 1962	Dec. 1963	Dec. 1962	Dec. 1963	Dec. 1962
Metropolitan.....	3	6	9	6				
Major Industrial.....	11	12	15	13		1		
Major Agricultural.....	3	5	10	9	1			
Minor.....	26	28	26	26	5	3		
Total.....	43	51	60	54	6	4		

NOTE: Kitimat Labour Market Area is no longer included in this table.

# CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC-LEVIS ← St. John's Vancouver-New Westminster-Mission City	Calgary Edmonton Halifax HAMILTON ← Montreal OTTAWA-HULL ← TORONTO ← Windsor Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook FARNHAM-GRANBY ← JOLIETTE ← Lac St. Jean MONCTON ← NEW GLASGOW ← NIAGARA PENINSULA ← SHAWINIGAN ← SHERBROOKE ← SYDNEY ← TROIS RIVIERES ←	BRANTFORD ← Cornwall Fort William-Port Arthur GUELPH ← Kingston KITCHENER ← LONDON ← Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury TIMMINS-KIRKLAND ← LAKE Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN ← RIVIERE DU LOUP ← Thetford-Lac Megantic- Ville St. Georges	Barrie BRANDON ← CHATHAM ← Lethbridge NORTH BATTLEFORD ← Prince Albert Red Deer REGINA ← SASKATOON ← YORKTON ←	Moose Jaw	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst BRACEBRIDGE ← BRIDGEWATER ← CAMPBELLTON ← CHILLIWACK ← DAUPHIN ← DRUMMONDVILLE ← EDMUNDSTON ← GASPE ← GRAND FALLS ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← Prince George-Quesnel PRINCE RUPERT ← QUEBEC NORTH ← SHORE ← RIMOUSKI ← STE. AGATHE- ST. JEROME ← St. Stephen SOREL ← SUMMERSIDE ← TRURO ← VALLEYFIELD ← VICTORIAVILLE ← WOODSTOCK ← YARMOUTH ←	Beauharnois Belleville-Trenton BRAMPTON ← Central Vancouver Island Cranbrook Dawson Creek DRUMHELLER ← Fredericton GODERICH ← Kamloops KENTVILLE ← Lachute-St. Therese Lindsay Medicine Hat NORTH BAY ← OWEN SOUND ← PORTAGE LA PRAIRIE ← Pembroke Sault Ste. Marie SIMCOE ← SWIFT CURRENT ← TRAIL-NELSON ← ST. HYACINTHE ← St. Jean WEYBURN ← WALKERTON ←	Galt Listowel St. Thomas Stratford Woodstock- Tillsonburg	

NOTE: Kitimat Labour Market Area is no longer included in this listing.

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.



# Sheltered Employment Expanding in Canada

*Examples from Edmonton, Toronto, Calgary, Ottawa and Sault Ste. Marie of development of sheltered workshop facilities*

Development of sheltered employment facilities is increasing throughout the country. An example is the Edmonton Sheltered Workshop, which has been providing service to the disabled of the community since 1955, and which on December 2 opened a "Goodwill" workshop and store. This type of workshop receives discarded household articles and clothing, renovates and repairs them and sells them in the shop, thus providing many opportunities for training disabled persons in a variety of skills.

## **Ontario Division CNIB**

The Ontario Division of the Canadian National Institute for the Blind also has instituted several new projects during the past year. A large adjustment-training centre in Toronto provided a three-month training program for 14 newly blind persons; eight were returned to employment and others were referred for further training with the catering department. In addition, facilities were re-arranged to provide space for 50 persons to be employed on subcontract work, with room for further expansion.

A film-processing room was built for the training of blind X-ray technicians. Over the past 15 years, X-ray film processing has proved to be a satisfactory career for several blind persons, but training had to be arranged through hospital facilities. Ten blind persons are now employed in Ontario in this work; the training facilities will open the field to many more.

On-the-job training in catering was provided for 43 persons and 17 were placed in positions before the end of the year. This brings to 246 the number of blind persons employed in this type of work. There are 487 blind persons employed in industrial jobs in outside firms.

## **Handicapped Workers Make Christmas Seals**

The Calgary Rehabilitation Centre, which began manufacturing Christmas seals five years ago as a small sideline, has developed it into a major industry.

Used Christmas cards are collected, sorted and sent to five disabled persons, confined to their homes, for cutting. They are returned

to the centre, where other handicapped persons spray on the glue and package them.

The seals that are made are larger than the usual ones, being about 3 x 3 inches in size, and fill a gap in the market. High standards of workmanship must be maintained by all workers so that the seals sell on their own merit.

## **Ottawa Neighbourhood Services**

The annual report of the Ottawa Neighbourhood Services, a self-sustaining salvage type of operation entirely dependent on the income derived from the sale of household materials reconditioned by the handicapped, indicates an expansion of activities.

During the year employment was given to 118 workers on a full- or part-time basis. Average rate of pay was \$1.10 per hour. These 118 persons paid \$5,768.75 in income tax.

The report states, "For some this was their first job. For others it meant employment after years of idleness. For the older worker it meant part-time employment to supplement his pension.

"Utilization of the skills of handicapped workers in productive employment is sound and necessary, both for the contribution these workers can make to our national productivity and from the sense of independence and well-being they can derive from doing a good job.

"In our workshops handicapped people with virtually all types of disability are successfully performing jobs of almost every conceivable occupation because their abilities have been found to be adequate for job performances and their disabilities not to be a restricting factor."

## **Sault Ste. Marie Workshop**

Operation Reclaim (Algoma) Inc., another salvage type of sheltered workshop formed in Sault Ste. Marie in June 1962, is already proving its value in the community. The staff at present consists of eight persons, three of whom have never worked before.

A branch of Marina Creations has also been organized in the Sault Ste. Marie area; about 12 disabled persons are participating and more are expected to join.



# Extend Older Worker Incentive Program

*Older Worker Employment and Training Incentive Program is extended from January 31 to March 31, Minister announces*

Hon. Allan J. MacEachen, Minister of Labour, announced last month that, among other changes, the hiring period under the Older Workers Employment and Training Incentive program had been extended from January 31, 1964 to March 31, 1964.

Under this program, which went into effect on November 1, 1963, the Department of Labour will pay up to \$75.00 a month to employers for each eligible older worker hired by them for a new job between November 1, 1963 and March 31, 1964. Payments can be made for a total period up to 12 months. Eligible older workers must be aged 45 or over and have been unemployed for at least six of the previous nine months.

Mr. MacEachen explained that this extension of time will give employers more time to consider fully their manpower requirements and make any necessary adjustments in their hiring practices in order to take advantage of the program. At the same time an additional number of older workers would have the chance to benefit from the program.

The Minister pointed out that the program involved an entirely new concept in hiring workers. It was an imaginative experiment designed to help overcome reluctance to hire older workers and to bring back to employment those older workers who were experiencing lengthy periods of unemployment. As such it had received the full endorsement of the Canadian Manufacturers' Association, the Canadian Chamber of Commerce, the Canadian Labour Congress, the Canadian Federation of Mayors and Municipalities, and other national organizations. The Provincial Departments of Welfare were also giving their support and co-operation.

Considerable interest in the program's possibilities has also been shown by individual employers in all parts of Canada. It was, of course, realized that a program involving such a new idea and specifically timed to encourage increased employment during the traditional winter lull would be slow in starting.

This timing had tended to slow down employer response, since many of the job openings at this time of year were filled by re-hiring workers temporarily laid off. During the first month of hiring, however, some 325 applications were received from employers. The extension of the hiring period

would allow more time for job opportunities to develop and it was expected the number would increase as the program gained momentum.

The Minister also announced another important change in the program. He said that the requirement that applicants for employment under the program must have exhausted regular unemployment insurance benefits had been removed. As long as they were aged 45 or over and had been unemployed for at least six of the previous nine months they would be able to participate.

Removal of this requirement would enable many more older workers to participate in the benefits of the program. At the same time it would be likely to increase employer interest, as it would provide them with a wider selection of older applicants from which to choose workers to fill new job openings.

Mr. MacEachen explained that the services of the National Employment Offices across Canada were being utilized for the approval of eligibility for both workers and job openings. Officials of local employment offices were also making direct contacts with employers to encourage them to take advantage of the program.

The Minister pointed out that it was hoped that close observation of the development and response to this new experimental concept of hiring would result in a significant contribution toward solution of the older worker problem. It was quite possible, he thought, that information gained from an evaluation of the program might be helpful in planning future action on behalf of older workers.

There were a great many capable older workers, with many years of useful service ahead of them, who were frequently turned down for employment because they lacked up-to-date work experience in business or industry. Lengthy periods of unemployment tended to intensify this lack of experience and make it increasingly difficult for them to find jobs.

The Older Worker Employment and Training Incentive Program was designed to assist such workers to gain the up-to-date knowledge and experience needed for jobs in modern industry. The incentive payments will assist employers during the period needed to bring an older worker up to full productivity.

# Working Women in Australia

*Women make up one quarter of Australia's labour force, and between 1954 and 1961, female labour force grew 25.3 per cent*

In Australia there are 1,059,158\* women in the labour force, making up one quarter of all workers.

The 1961 census disclosed a striking difference between the rates of growth of the male and female labour force, the female labour force having increased by 25.3 per cent between 1954 and 1961 and the male labour force by 10.8 per cent.

**Where they work**—Manufacturing employs 23.9 per cent of women workers; commerce, 22.2 per cent; community and business services, including the professions, 21.5 per cent; and amusement, hotels and personal services, 12.8 per cent. More than half the workers are women in a number of branches of manufacturing, textiles, boots and shoes, pharmaceutical and toilet preparations, confectionery and tobacco. Women are more than one quarter of those employed in food processing, plastic moulding, sheetmetal work, foundry casting and printing. In health services they comprise nearly three quarters of the total and in social welfare they make up approximately half.

The number of women engaged in the professions is not yet available from the 1961 census but up to the present time certain professions have become "feminine" and women tend to concentrate in these. They include school teaching, library work, social service, physiotherapy and research. The number of women in medicine, architecture, law, engineering and the wider fields of administration is negligible.

**Their ages**—Young women predominate. The 1954 census revealed that 40 per cent of working women were between 15 and 24 years of age. The relatively smaller proportions in the higher age groups reflect the large-scale withdrawal of women from the labour force after age 24. It is expected that the 1961 census will reveal further additions in the younger age groups because of the high birth rate in the immediate post-war years.

**Married women**—At the time of the 1954 census, married women comprised 30.4 per cent of the total female labour force and 12.6 per cent of all married women were in employment. Those with family responsibilities make up the largest portion of part-time workers. Most are employed in

domestic service and other service occupations and in sales and office work. Except in the case of domestic service, part-time employment is usually offered by employers to cope with peak hours of activity.

Day nurseries which care for the children of working mothers are set up mainly in the highly industrialized areas but are not numerous. Normally employers do not provide such facilities at the place of work. They are usually financed by voluntary effort but some receive state and municipal assistance.

Except in the public services of two states there is no legal requirement for maternity leave.

**Equal pay for equal work**—In Australia wages are fixed through arbitral tribunals established in pursuance of commonwealth or state legislation and are made up of two parts, the basic rate applicable to all workers and additional compensatory margins which depend on the nature of the work to be performed. In the majority of cases women are granted both a lower margin and a lower proportion of the male basic wage. In a few awards women are granted an equal margin but only 75 per cent of the male basic wage.

The State of New South Wales enacted legislation in 1958 to provide for equal pay by 1963 for certain groups of women workers performing work of the same nature and of equal value to that performed by men. The legislation applied to less than 10 per cent of the women workers in the State.

Women in the Commonwealth Public Service performing the same work as men receive equal margins but only 75 per cent of the male basic wage. The Commonwealth Government has consistently refused to legislate for equal pay as it believes that application of the principle is a matter for determination in the first instance by the Commonwealth Conciliation and Arbitration Commission.

**Participation in trade unions**—Well over half of the trade unions affiliated with the Australian Confederation of Trade Unions have women members. The largest number are in the Clothing Trades Union, followed by the Clerks Federation, and the Textile Workers Union. In only seven unions do women hold branch office and state office; in only two are there women officers at the federal level.

\* Figures are from the 1961 census unless stated otherwise.



# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During January, February and March (except those under negotiation in December)

Company and Location	Union
Assn. Patronale du Commerce, (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
B.C. Telephone .....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), western Canada .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
Cdn. General Electric, Cobourg, Oakville, Peterborough & Toronto, Ont. ....	I.U.E. (AFL-CIO/CLC) (plant & salaried empl.)
Cdn. General Electric, Montreal & Quebec, Que.	I.U.E. (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists AFL-CIO/CLC & others
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/- CLC)
CNR, system-wide .....	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
CPR, system-wide .....	Locomotive Engineers (Ind.)
Dominion Engineering, Lachine, Que. ....	Machinists (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que. ....	Clothing Workers' Federation (CNTU)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
Hospitals (10), Montreal & district, Que. ....	Service Empl. Federation (CNTU)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone .....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone .....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Moirs Limited & Moirs Sales, Halifax, N.S. ....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Northern Electric, London, Ont. ....	Empl. Assn., (Ind.)
Ontario Hydro, company-wide .....	Public Service Empl. (CLC)
Philips Electronics, Leaside, Ont. ....	I.B.E.W. (AFL-CIO/CLC)
RCA Victor, Montreal, Que. ....	I.U.E. (AFL-CIO/CLC)
Ready-mix concrete companies, Toronto, Ont. ....	Teamsters (Ind.)
Swift Cdn. (6 plants), Canada-wide .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto City, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (outside empl.)

### Part II—Negotiations in Progress During December

#### Bargaining

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont. ...	Teamsters (Ind.)
Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Que- bec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide .....	Moving Picture Machine Operators (AFL- CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont. ....	U.E. (Ind.)
Cdn. Marconi, Montreal, Que. ....	Salaried Empl. Assn. (Ind.)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Cdn. Vickers, Montreal, Que. ....	Metal Trades' Federation (CNTU)
CNR, system-wide .....	Trainmen (AFL-CIO/CLC)
CNR, CPR & other railways .....	14 unions (non-operating empl.)



Company and Location	Union
CNR & Ontario Northland Railway .....	Railway, Transport & General Wkrs. (CLC)
CPR, system-wide .....	Trainmen (AFL-CIO/CLC)
Consolidated Mining & Smelting, Trail, Kimber-	
ley, Riondel & Salmo, B.C. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que. ....	Empl. Assn. (Ind.)
Dominion Steel & Coal, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Textile, Montreal, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke,	
Magog, & Drummondville, Que. ....	Textile Federation (CNTU)
Dress Mfrs. Guild (Sportswear Div.), Toronto,	
Ont. ....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que. ....	Commerce & Office Empl. (CNTU)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
Hollinger Gold Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
International Nickel, Thompson, Man. ....	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other	
centres, B.C. ....	Empl. Assn. (Ind.)
Manitoba Rolling Mill, Selkirk, Man. ....	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel., company-wide, N.S. ....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Montreal Cottons, Valleyfield, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
Ottawa City, Ont. ....	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal &	
other centres, Que. ....	Public Empl. (CLC) (outside empl.)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Soo-Security Motorways, Ont., Man., Sask. &	
Alta. ....	Teamsters (Ind.)
St. Lawrence Seaway Authority .....	Railway, Transport & General Wkrs. (CLC)
TCA, company-wide .....	Sales Empl. (Ind.)
Toronto Board of Education, Toronto, Ont. ....	Public Empl. (CLC) (caretakers)
Toronto Western Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C. ..	Public Empl. (CLC)
Vancouver Police Commissioners Board, Van-	
couver, B.C. ....	B.C. Peace Officers (CLC)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)
Winnipeg Metro., Man. ....	Public Empl. (CLC)
Winnipeg Metro. (Transit Dept.), Man. ....	Street Railway Empl. (AFL-CIO/CLC)

#### Conciliation Officer

Cyanamid of Canada (Welland Plant), Niagara	
Falls, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que. ....	Textile Federation (CNTU)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Handbag Mfrs. Council, Montreal, Que. ....	Leather & Plastic Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont. ....	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)
Smith & Stone, Georgetown, Ont. ....	Mine Wkrs. (Ind.)

#### Conciliation Board

CBC, company-wide .....	Broadcast Empl. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria,	
B.C. ....	Various unions

#### Mediation Board

Manitoba Hydro .....	I.B.E.W. (AFL-CIO/CLC)
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#### Post-Conciliation Bargaining

Council of Printing Industries, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
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#### Arbitration

Assn. Patronale des Services Hospitaliers (5	
hospitals), Drummondville & other centres,	Service Empl. Federation (CNTU)
Que. ....	

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que. ....	Chemical Wkrs. (AFL-CIO/CLC)

### Work Stoppage

(No cases during December)

## Part III—Settlements Reached During December 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

**CBC COMPANY-WIDE—PUBLIC EMPL. (ARTEC) (CLC):** 3-yr. agreement covering 2,100 empl.—wage increases of 3% eff. April 1, 1963, 3% eff. April 1, 1964 and 3% eff. April 1, 1965—compounded; agreement to expire March 31, 1966.

**CDN. WESTERN NATURAL GAS, CALGARY, & NORTHWESTERN UTILITIES, EDMONTON, ALTA.—EMPL. WELFARE ASSN. (IND.) & EMPL. BENEFIT ASSN. (IND.):** 1-yr. agreement covering 850 permanent empl. and 350 temporary empl. in office and plant units—wage change of \$20 a mo. to all basic salary ranges which includes \$10 which had previously been part of cost-of-living bonus (increase varies from 1½% for top ranges to 3% for lower ranges with an average increase of 2½%); wage increase of 8¢ an hr. (4¢ an hr. retroactive to July 1, 1963), plus an adjustment of 6¢ an hr. which had previously been part of cost-of-living bonus, on hourly rates for temporary empl.; 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.) eff. Jan. 1, 1964; board and lodging now paid for all labourers required to work away from their home base; rates for labourers \$1.88 to \$2.05 an hr.; agreement to expire Dec. 31, 1964.

**COMMISSION DES ECOLES CATHOLIQUES, MONTREAL, QUE.—PUBLIC SERVICE EMPL. FEDERATION (CNTU) (MAINTENANCE EMPL.):** 2-yr. agreement covering 600 empl.—general wage increase of \$200 a yr. retroactive to July 1963; additional wage increase of \$100 a yr. for labourers and caretakers' helpers eff. July 1964; long-service bonuses—\$104 after 10 to 14 yrs. of service, \$156 after 15 to 19 yrs. of service, \$208 after 20 to 24 yrs. of service and \$260 after 25 yrs. of service—eff. July 1965; rate for labourer in July 1964 will be \$4,055 a yr.; agreement to expire June 30, 1965.

**DENISON MINES, ELLIOT LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC):** 2-yr. agreement covering 870 empl.—general wage increase of 5¢ an hr. and for hoistmen with compressor's papers, 2¢ an hr. additional eff. Sept. 1, 1964; in the event of a shutdown, severance pay to be \$6 per mo. of continuous employment from last date of hiring for a maximum of \$450 up to Sept. 1, 1964 and \$500 if the shutdown occurs after that date; rate for labourer on Sept. 1, 1964 will be \$2.10 an hr.; agreement to expire Aug. 31, 1965.

**DOMINION STEEL & COAL, TRENTON, N.S.—STEELWORKERS (AFL-CIO/CLC):** 2-yr. agreement covering 700 empl.—wage increases of 2¢ an hr. retroactive to Dec. 31, 1962 and 3½¢ an hr. eff. Dec. 1, 1964; employer to contribute 2¢ an hr. additional to welfare plan retroactive to Dec. 1, 1962; employer to contribute 3½¢ an hr. additional to pension plan eff. Dec. 1, 1964; rate for labourer on Dec. 1, 1964 will be \$1.64½ an hr.; agreement to expire Dec. 1, 1965.

**MARITIME TEL. & TEL. & EASTERN ELECTRIC, COMPANY-WIDE, N.S.—I.B.E.W. (AFL-CIO/CLC) (plant empl.):** 2-yr. agreement covering 500 empl.—wage increases of \$1 to \$3.25 a wk.; 1 wk. vacation after 1 yr. of service, 2 wks. vacation after 2 yrs. of service and 3 wks. vacation after 3 yrs. of service (formerly 2 wks. vacation for empl. with less than 15 yrs. of service and 3 wks. vacation after 15 yrs. of service) and 4 wks. vacation after 25 yrs. of service; if vacations are taken between Nov. 1 and April 30, 2 wks. vacation to be extended by 2 days, 3 wks. vacation to be extended by 4 days, and 4 wks. vacation to be extended by 5 days; rates for labourer \$45 to \$98.45 a wk.; agreement to expire Dec. 31, 1965.

**TCA, CANADA-WIDE—MACHINISTS (AFL-CIO/CLC):** settlement pay of \$60 for time worked between July 1 and Nov. 4, 1963 and wage increase of 4% eff. Nov. 5, 1963 on wage reopener provided for in 2-yr. agreement covering 4,400 empl.; base rate for labourer \$1.89 an hr.; agreement to expire June 29, 1964.

**TORONTO TRANSIT COMMISSION, TORONTO, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC):** 27-mo. agreement covering 4,600 empl.—wage increases of 5¢ an hr. eff. Jan. 1, 1964, 5¢ an hr. eff. Oct. 1, 1964 and 5¢ an hr. eff. July 1, 1965 for unskilled empl.; wage increases of 6¢ an hr. eff. Jan. 1, 1964, 6¢ an hr. eff. Oct. 1, 1964 and 6¢ an hr. eff. July 1, 1965 for operators; wage increases of 7¢ an hr. eff. Jan. 1, 1964, 7¢ an hr. eff. Oct. 1, 1964 and 7¢ an hr. eff. July 1, 1965 for skilled tradesmen; night shift premium of 5¢ an hr. for non-uniformed empl. introduced; benefits from contributory welfare plan to be \$11 a day in 1964 (formerly \$10 a day) and \$12 a day in 1965 with payments beginning on second day of illness instead of on third day; bereavement leave of 1 day; rate for labourer will be \$2.20 an hr. and rate for operator will be \$2.48 an hr. on July 1, 1965; agreement to expire March 31, 1966.

**WABASSO COTTON, GRAND'MERE, SHAWINIGAN & THREE RIVERS, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC):** 2-yr. agreement covering 2,200 empl.—wage increases of 5¢ an hr. retroactive to June 1, 1963 and 5¢ an hr. eff. Nov. 28, 1964; night shift premium increased to 10¢ from 9¢ an hr.; new provision for 3 days bereavement leave in the event of death of father, mother, spouse and children; weekly indemnity to be \$25 (formerly \$20) for single empl. and \$30 (formerly \$25) for married empl.; agreement to expire Dec. 1, 1965.



# TEAMWORK in INDUSTRY

No strike and no major industrial relations trouble in 50 years is the proud record of labour and management at Dominion Forge Limited, Windsor, Ont., manufacturers of crankshafts, connecting rods and other components for the automobile industry.

Dominion Forge's personnel manager Ernie Marks thinks that this achievement is the result of an amalgam of two-way loyalty, maturity and patience, social pressures within the plant, and the presence of family characteristics arising from close working relationships between long-term employees and long-term management.

"Our good relations were created out of the responsible attitudes of both management and employees," said Mr. Marks. "I think the maturity in this plant developed over the years out of sincere attempts by labour and management to show consideration for each other."

Dave Orloph, president of United Auto Workers Local 195 for 22 of the past 24 years, explained the high level of relations in the plant by saying that management and the union prefer to use good judgment and common sense rather than argument. "There isn't one problem that can't be straightened out by labour-management discussion," he declared.

Albert Elson, serving the Windsor area as industrial relations officer with the federal Labour-Management Co-operation Service, reported: "What labour and management have at Dominion Forge is a genuine two-way street. They also have the assets on both sides to handle any problems that come their way."

As a result of the latest negotiations at Dominion Forge, a profit-sharing plan was introduced. The plan recognizes that the success of the company and the security of the employee depend on the co-operative and loyal efforts of everyone. Consequently each employer has a personal stake in the company's operations.

Management sees to it that there is joint consultation on all issues affecting the welfare of the plant and its people. There is frequent discussion on contracts. Said Mr.

Orloph: "To meet the cost and delivery requirements involved in defence contracts with the United States, the union will up daily production. It can always be done somehow."

The firm's pension plan itself is the product of labour-management consultation. Former company president Robert T. Herdegen was the man chiefly responsible for management's part in originating the basic plan in 1949-50, but its final form was jointly determined by a pension committee composed of three company and three union representatives. Company and union actuaries also jointly debated the various financial intricacies involved. The plan, which pays \$140 a month to each retired employer with 25 years service, was recently acclaimed by George Burt, Canadian director of the UAW, as a credit to labour and management at Dominion Forge.

"What we've all learned," declared local president Orloph, "is that teamwork puts money in the pockets of both union and management."

Company vice-president and general manager Herbert Young stated recently that the only meaningful security in industry is a profitable company to which labour is contributing the weight of its energy and skills. "This is a thought that should be conveyed oftener by management to trade unions," he said.

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"Labour and management tend to blame government for the problems that confront them but they know deep in their hearts that these problems could be resolved if both parties sat down and discussed them honestly," said Marcel Pépin, general secretary of the Confederation of National Trade Unions during an address to the recent Labour-Management Committee Area Conference in Alma, Que.

Mr. Pépin urged that labour and management together work out an effective formula to make the worker as interested in his job as he would be if he owned the business which employs him. The employee today is in this sense virtually a stranger to the enterprise in which he works, he said. "If such a formula is *not* found," declared Mr. Pépin, "the conflict between labour and management will continue forever."

The Alma meeting was Canada's first conference of labour-management committees conducted entirely in French, and there was 100-per-cent representation of LMCs in the Saguenay-Lac St. Jean area.

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



## CERTIFICATION AND CONCILIATION

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during November. During the month the Board received five applications for certification, one application for revocation of certification, one application under Section 19 of the Act for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement, and two requests under Section 61(2) of the Act for reviewing of earlier decisions.

### Applications for Certification Received

1. Association of Canadian Television and Radio Artists, on behalf of a unit of staff announcers and staff performers employed by Baton Broadcasting Limited, Agincourt, Ont. (Investigating Officer: A. B. Whitfield).

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Martel Express Ltd., Farnham, Que. (Investigating Officer: Miss M.-P. Bigras).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, helpers and warehousemen employed by Transport D'Anjou Inc., Rivière-du-Loup, Que. (Investigating Officer: Miss M.-P. Bigras).

4. Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of O'Connor Transport Limited, North Burnaby, B.C. (Investigating Officer: G. H. Purvis).

5. Communications Workers of America, on behalf of a unit of employees of the British Columbia Telephone Company, Vancouver, B.C. (traffic division) (Investigating Officer: D. S. Tysoe).

### Application for Revocation Received

Ian Byers, *et al.*, applicants, Kitchener-Waterloo Broadcasting Co. Ltd., Kitchener, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board on June 22, 1960 in respect of a unit of employees of Kitchener-Waterloo Broadcasting Co. Ltd. (L.G. 1960, p. 812).

### Application under Section 19 Received

Application for the provision for final settlement of differences concerning the meaning or violating of the collective agreement between the Atlantic Shipping Agencies, *et al.*, as represented by the Shipping Federation of Canada, Inc., applications, and the General Longshore Workers of the Port of Saint John, N.B., Local 273, of the International Longshoremen's Association, respondent.

### Requests for Review Received

1. Request for review of the certificate issued by the Board on May 26, 1962 affecting the Canadian Wire Service Guild Local 213, American Newspaper Guild, applicant, and the Canadian Broadcasting Corporation, respondent (L.G. 1952, p. 912).

2. Request for review of the certificate issued by the Board on May 15, 1953 affecting the Canadian Wire Service Guild Local 213, American Newspaper Guild, applicant, and the Canadian Broadcasting Corporation, respondent (L.G. (1953, p. 1020).

# Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Central Truck Lines Ltd., Val d'Or, Que., and local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. The Bell Telephone Company of Canada, Montreal, and Traffic Employees' Association (Conciliation Officer: C. E. Poirier).

3. Pacific Western Airlines, Vancouver (I.F.R. and V.F.R. Divisions) and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Currie).

4. Canadian Pacific Railway Company, Merchandise Services Department, Prairie and Pacific Regions (Clerical Staffs) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie).

#### **Settlements by Conciliation Officers**

1. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569, CLC (Conciliation Officer: T. B. McRae) (L.G., Dec. 1963, p. 1116).

2. The Toronto Harbour Commissioners, Eastern Canada Stevedoring Co. Limited,

Cullen Stevedoring Co. Limited, Pittston Stevedoring Corporation of Canada Limited, Brown & Ryan Ltd., and Economic Stevedoring Corporation and Local 1869 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae) (L.G., Dec. 1963, p. 1116).

3. The Bell Telephone Company of Canada, Montreal, and Traffic Employees' Association (Conciliation Officer: C. E. Poirier) (see above).

#### **Conciliation Boards Appointed**

1. Robin Hood Flour Mills Limited (laboratory department employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., April 1963, p. 310).

2. Robin Hood Flour Mills Limited (plant employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., Oct. 1963, p. 899).

### **Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation service under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



# Legal Decisions Affecting Labour

*Supreme Court of Canada confirms constitutional validity of B.C. legislation prohibiting use of union dues for political purposes. Ontario High Court finds collective agreement no bar to action for recovery of unpaid vacation pay, rules tips are part of minimum wage, disqualifies Labour Relations Board member, and enjoins peaceful picketing by an uncertified union*

The Supreme Court of Canada, by a majority decision, upheld the constitutional validity of the British Columbia legislation prohibiting the use of union dues for political purposes as being legislation within the powers of the British Columbia Legislature under Section 92(13)—Property and civil rights in the Province—of the BNA Act.

In Ontario, the High Court ruled that a collective agreement, and the provisions of the Ontario Labour Relations Act regarding arbitration of disputes under collective agreement, are not a bar to an employee's suing in ordinary courts for unpaid vacation pay owed to him.

In another decision, considering the wording of the definition of wages in the Ontario Minimum Wage Act (before the 1962-63 amendment), the Court ruled that tips received by a waitress had to be considered wages, and hence were calculable in determining whether the employer had complied with the minimum wage provisions of the Act.

In another decision, the Court, in disqualifying a member of the Labour Relations Board from hearing an application for certification, ruled that since the Board is a quasi-judicial tribunal, its members must act judicially in discharge of their duties and any of them should disqualify themselves if there is bias or a reasonable likelihood of bias; the test of reasonable likelihood of bias is an objective consideration of whether a reasonable person in all the circumstances might suppose that there would be an improper interference, conscious or unconscious, with the course of justice if the challenged member heard the application.

In another decision, the Court enjoined peaceful picketing conducted in disregard of the procedures outlined in the Labour Relations Act and held such picketing illegal as interfering with the rights of citizens to carry on their business.

## Supreme Court of Canada . . .

**. . . upholds validity of B.C. law banning use of union dues for political purposes**

On October 1, 1963, the Supreme Court of Canada, dismissing an appeal from a decision of the British Columbia Court of Appeal, by a majority decision of four to three held that Section 9 (6) of the British Columbia Labour Relations Act, which prohibits the use of union dues for support of political parties, was within the legislative competence of the Legislature of British Columbia. The Section was added in 1961 by the Labour Relations Act Amendment Act.

Prior to its amendment in 1961, Section 9 of the British Columbia Labour Relations Act contained, *inter alia*, the following provisions:

S. 9(1) Every employer shall honour a written assignment of wages to a trade-union certified under this Act, except where the assignment is declared null and void by a Judge or is revoked by the assignor.

. . . (3) Except where an assignor of wages revokes the assignment by giving the employer written notice of the revocation, or except where a Judge declares an assignment to be null and void, the employer shall remit at least once each month, to the trade-union certified under this Act and named in the assignment as assignee, the fees and dues deducted, together with a written statement containing the names of the employees for whom the deductions were made and the amount of each deduction.

In 1961, the Labour Relations Act Amendment Act added to Section 9 a new subsection (6), which provides as follows:

6(a) No employer and no one acting on behalf of an employer shall refuse to employ or to continue to employ a person and no one shall discriminate against a person in regard to employment only because that person refuses to make a contribution or expenditure to or on behalf of any political party or to or on behalf of a candidate for political office.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



(b) No trade-union and no person acting on behalf of a trade-union shall refuse membership to or refuse to continue membership of a person in a trade-union, and no one shall discriminate against a person in regard to membership in a trade-union or in regard to employment only because that person refuses to make or makes a contribution or expenditure, directly or indirectly, to or on behalf of any political party or to or on behalf of a candidate for political office.

(c)(i) No trade-union and no person acting on behalf of a trade-union shall directly or indirectly contribute to or expend on behalf of any political party to or on behalf of any candidate for political office any moneys deducted from an employee's wages under sub-section (1) or a collective agreement, or paid as a condition of membership in the trade-union.

(ii) Remuneration of a member of a trade-union for his services in an official union position held by him while seeking election or upon being elected to public office is not a violation of this clause.

(d) Notwithstanding any other provisions of this Act or the provisions of any collective agreement, unless the trade-union delivers to the employer who is in receipt of an assignment under subsection (1) or who is party to a collective agreement, a statutory declaration, made by an officer duly authorized in that behalf, that the trade-union is complying with and will continue to comply with clause (c) during the term of the assignment or during the term of the collective agreement, neither the employer nor a person acting on behalf of the employer shall make any deduction whatsoever from the wages of an employee on behalf of the trade union.

(e) Any moneys deducted from the wages of an employee and paid to a trade-union that does not comply with this subsection are the property of the employee, and the trade-union is liable to the employee for any moneys so deducted.

Local 16-601 of the Oil, Chemical and Atomic Workers International Union was certified, under the provisions of the Labour Relations Act, as the bargaining agent for a group of employees of Imperial Oil Limited at its refinery at Ioco, B.C. Under the provisions of the collective agreement, the company had agreed to honour written assignments of wages given by the employees in that group in favour of Local 16-601 and to remit to that Local each month the amount collected.

After the enactment of subsection (6) of Section 9 of the Act, the company advised the union that it could no longer honour the written assignments unless the union supplied it with the form of statutory declaration required by para. (d). The union refused to supply this and sued the company to compel it to honour the assignments, contending and seeking a declaration that para. (c), (d) and (e) of subsection (6) were *ultra vires* of the Legislature of the Province of British Columbia.

The trial judge held that the statutory provisions under attack were *intra vires* of

the Legislature of the Province of British Columbia (L.G. 1962, p. 219. This decision was affirmed by the unanimous judgment of the Court of Appeal of British Columbia (L.G., 1962, p. 1184).

On appeal to the Supreme Court of Canada, the union contended that the clauses in question were *ultra vires* of the Legislature of the Province of British Columbia, on the ground that the authority to enact them is not to be found within any of the subsections of Section 92 of the British North America Act; that they relate to the subject of federal elections and that they seek to curtail the fundamental rights of Canadian citizens essential to the proper functioning of parliamentary institutions. Further, it argued that the contested clauses affect the political activity of trade unions, whose right to engage in such activity is beyond the powers of provincial legislation to curtail.

The Attorney General of British Columbia, who intervened in the proceedings, submitted that the legislation in question was a limitation only of the power to use certain specified funds for particular purposes by trade unions; that this limitation is valid legislation in respect of the field of labour relations and that the Legislature of British Columbia has the authority to enact it as being within the field of property and civil rights in the province, within Section 92(13) of the British North America Act.

Mr. Justice Martland (with whom Justices Taschereau and Fauteux concurred) in his reasons for judgment said that in the case of *Toronto Electric Commissioners v. Snider* (1925) A.C. 396, it had been established beyond doubt that the field of legislation in relation to labour relations in a province is within the sphere of provincial legislative jurisdiction. This was not disputed by the union, which, however, contended that the clauses in question were not in respect of labour relations at all.

In order to determine these issues, Mr. Justice Martland considered the provisions of the Labour Relations Act as a whole, and, in particular, the true purpose and effect of the clauses under attack.

The object of the Labour Relations Act, as described by Mr. Justice MacDonald in *Re Labour Relations Board (Nova Scotia)* (L.G. 1952, p. 937), is to facilitate collective bargaining and stabilize industrial relations by enabling a union to establish before the Board its ability to represent a group of employees; and, with this controversial question settled, to require the employer, upon notice from the union, to negotiate with it and (with the aid of conciliation services) to promote the conclusions of an

agreement which shall be legally enforceable; and generally to ensure a greater measure of industrial peace to the public. Certification is, of course, not necessary for collective bargaining, but the policy of the Act undoubtedly is to promote it as a means to more orderly bargaining.

The instrument for collective bargaining on behalf of employees is a trade union. Although it is theoretically possible for a collective agreement to be made with an uncertified trade union, it is possible for a trade union to become the bargaining agent for a unit of employees who are not all members of the union only by obtaining certification under the Act. In Mr. Justice Martland's opinion, it is clear that the Act is primarily concerned with the procedures necessary to obtain certification and collective bargaining after certification has been obtained.

Those procedures materially affect the rights of employees in any unit suitable for collective bargaining and of their employer, who is compelled to bargain collectively with a certified trade union. The primary purpose of the Act is, therefore, to spell out the respective rights and obligations of the employer, the employee and the certified trade union, each of which is subject to its mandatory powers.

A trade union, as defined in the Act, may obtain certification for a group of employees in accordance with the statutory requirements. It may apply for certification if it claims to have as members in good standing a majority of the employees of that group.

When a trade union has been certified by the Labour Relations Board, it has exclusive authority to bargain collectively on behalf of the unit and to bind the individuals in that unit by a collective agreement. It can require an employer to enter into collective bargaining with a view to the making of a collective agreement, and such an agreement, when made, is binding, not only upon the trade union which has entered into the agreement, but also upon every employee covered by the agreement. Every person who is bound by a collective agreement is obligated, by the Act, to do everything he is required to do and to refrain from doing anything that he is required to refrain from doing by the provisions of the collective agreement.

The position is, therefore, Mr. Justice Martland continued, that a trade union can, under the provisions of the Act, become the bargaining agent for all the employees within a particular unit, irrespective of the individual wishes of the minority of employees within that group, and that it can

then bind each of such employees by the collective agreement which it makes. It is placed in a position to persuade those employees within the group who are not members of the union to seek membership, for it is now their bargaining agent, entering collective agreements on their behalf. In some instances, the form of the collective agreement which it makes may compel their contribution to its funds, whether they are members or not.

In addition, Section 8 of the Act provides as follows:

S. 8 Nothing in this Act shall be construed to preclude the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade-union, or granting a preference of employment to members of a specified trade-union, or to preclude the carrying out of such provisions.

Where a collective agreement contains a provision of the kind contemplated in this section, membership in the trade union becomes a condition of employment within the group of employees in question and loss of membership automatically involves loss of employment. A person seeking employment in such a group, or desiring to remain as an employee within it, has no alternative but to obtain membership in the trade union which is the bargaining agent, and, for that purpose, to pay to it such dues as are imposed as a condition of membership in it.

Next, Mr. Justice Martland dealt with the provisions of the clauses whose constitutional validity was challenged. He noted that the union's attack was mainly upon clause c(i), which prohibits a trade union from contributing to, or expending on behalf of a political party or a candidate for political office, directly or indirectly, moneys deducted from an employee's wages under the check-off (whether statutory or pursuant to a collective agreement), or paid to it as a condition of membership in the trade union.

Clause c(i) deals first with funds obtained by the check-off, which is imposed under the statute by the provisions of S. 9(1). The right of check-off was created by the statute and granted as a statutory privilege to the trade union. The Legislature which conferred that statutory right could also take it away again. If the Legislature can eliminate the right entirely, in Mr. Justice Martland's opinion, it is equally possible for the Legislature to apply limitations in respect of its use.

Regarding the provision as to membership dues paid by an employee to a trade union as a condition of his membership in it, counsel for the union argued that



membership fees paid to a trade union were its own property, which, as a voluntary association, it is entitled to disburse in such manner as its own constitution permits and as the majority of its membership decides; that a trade union is entitled to engage in political activities as a free association of individuals and, therefore, within the limits previously mentioned, could disburse its funds for such purposes, and any attempted interference with such powers by a provincial legislature would be an interference with the democratic process in Canada, and, therefore, beyond its powers.

In Mr. Justice Martland's view, this argument would have considerable force as applied to a purely voluntary association. However, the position of a trade union which has been certified as a bargaining agent under the Act is substantially different. Such a union has, as a result of certification, ceased to be a purely voluntary association of individuals. It has become a legal entity, with the status of a bargaining agent for a group of employees, all of whom are thereby brought into association with it, whether as members, or as persons whom it can bind by a collective agreement even though not members. It must, as their agent, deal equitably with the members of the group which it represents. It is clothed with a power to make binding agreements which can compel membership in it as a condition of employment.

Mr. Justice Martland found it difficult to regard as a free, voluntary association of individuals an entity which, by statute, is clothed with a power to require membership in it, and to require the consequent payment of dues to it as the price which must be paid by an individual for the right to be employed in a particular employment group.

Mr. Justice Martland stated that the Labour Relations Act has materially affected the civil rights of individual employees by conferring upon certified trade unions the power to bind them by agreement and the power to make agreements that will compel membership in a union. Such legislation falls within the powers of the Legislature of the Province of British Columbia to enact, as being labour legislation, and, therefore, relating to property and civil rights in the province.

In Mr. Justice Martland's opinion, the legislation under attack in the case at bar does nothing more than to provide that the fee paid as a condition of membership in such an entity by each individual employee cannot be expended for a political

object which may not command his support. That individual has been brought into association with the trade union by statutory requirement. The same legislation which requires this can protect his civil rights by providing that he cannot be compelled to assist in the financial promotion of political causes with which he disagrees. Such legislation is, in pith and substance, legislation in respect of civil rights in the province, Mr. Justice Martland concluded.

Counsel for the union, relying on the judgment of Chief Justice Duff of the Supreme Court of Canada in the *Alberta Act to Ensure the Publication of Accurate News and Information* (1938) S.C.R. 100, contended that the legislation in issue curtailed the right of association to exercise the right of public discussion, and thus interfered with the working of the parliamentary institutions of Canada as contemplated by the provisions of the BNA Act and the statutes of the Dominion of Canada.

In rejecting this argument, Mr. Justice Martland stated that the legislation in question did not affect the right of any individual to engage in any form of political activity which he might desire. It did not prevent a trade union from engaging in political activities. It did not prevent it from soliciting funds from its members for political purposes, or limit in any way the expenditure of funds so raised. It did, however, prevent the use of funds obtained in particular ways from being used for political purposes.

Further, Mr. Justice Martland added the question in issue was not as to the right to engage in political activity, but as to the existence of an unfettered right to use funds obtained in certain ways for the support of a political party or candidate. If such legislation were required, a provincial legislature could prevent the contribution of trust funds for such a purpose and, equally, it could prevent the use by a corporation, created under provincial law, of funds derived from the sale of its bonds or shares for such a purpose.

A trade union, when it becomes certified as a bargaining agent, becomes a legal entity (*International Brotherhood of Teamsters v. Thierien*) (L.G. 1960, p. 276). When the Legislature clothes that entity with wide powers for the exaction of membership fees by methods which previously it did not, in law, possess, it can set limits to the objects for which funds so obtained may be applied. Legislation of this kind is not a substantial interference with the working of parliamentary institutions.



With reference to the decision of the Supreme Court in *Switzman v. Elbling* (L.G. 1957, p. 983), where it was held that the Act Respecting Communistic Propaganda of the Province of Quebec was *ultra vires* of the Legislature of that province, counsel for the union argued that, even if the legislation were to be considered as, in pith and substance, designed to safeguard the fundamental right of an individual to support the party of his choice, it would still be *ultra vires* of a provincial legislature. It was contended that only the Canadian Parliament could legislate in relation to individual political freedom. As a provincial legislature could not legislate to derogate from such rights, conversely it could not legislate for their protection. In rejecting this contention, Mr. Justice Martland stated that legislation that seeks to protect certain civil rights of individuals in a province from interference by other persons also in that province is legislation in respect of civil rights within the province.

Finally, in support of the argument that legislation regarding contributions to federal political parties is a matter outside the sphere of a provincial legislature, counsel for the union pointed out that in 1930 the Parliament of Canada repealed the following provision of the Dominion Elections Act:

No company or association other than one incorporated for political purposes alone shall directly or indirectly, contribute, loan, advance, pay or promise or offer to pay any money or its equivalent to, or for, or in aid of, any candidate at an election, or to, or for, or in aid of, any political party, committee, or association, or to, or for or in aid of, any company incorporated for political purposes, or to, or for, or in furtherance of, any political purpose whatever, or for the identification or reimbursement of any person for moneys so used.

This, in the opinion of the union, showed that the legislation under review must have been an encroachment on the field reserved to the Parliament of Canada.

Mr. Justice Martland disagreed. He stated that the repealed provision of the Dominion Elections Act did not enable an association or company to make contributions for political purposes. Actually, it forbade them. It does not follow that without that provision every association and company did have the legal right to make such contributions. The right of any association or company to do so would depend upon the scope of its lawful authority, which, in certain cases, in any event, would depend upon the powers which had been conferred upon them by provincial legislation.

Mr. Justice Martland concluded that for these reasons the union's appeal should be dismissed.

Mr. Justice Ritchie, although concurring with Mr. Justice Martland, added, *inter alia*, that the addition of subsection (6) to Section 9 of the Act in 1961 was directed toward ensuring that legislative machinery involving the adjustment of civil rights that was created for the regulation of relations between employers and employees should not be used for the collection of political party funds or in such manner as to curtail the fundamental political rights of any individual employee. Just as it is within the power of the province under S. 92(13) of the BNA Act to create this legislative machinery for the purpose of furthering the cause of industrial peace, so it is within its power to control its use for the same purpose.

Even if it could be said, Mr. Justice Ritchie added, that the legislation under attack had any effect on political elections, such effect could only be incidental and this would not alter the fact that the amendment in question is part and parcel of legislation passed "in relation to" labour relations and not "in relation to" elections, either provincial or federal. The legislation under review has the effect of ensuring that associations which have been given a controlling power over their members by provincial legislation are not to be permitted to use that power for the purpose of compelling such members to support a political party not of their own choice. Mr. Justice Ritchie concluded that Section 9(6)(c) and (d) of the Labour Relations Act Amendment Act 1961 was within the legislative competence of the Legislature of British Columbia.

In a dissenting opinion, Mr. Justice Judson held that the legislation in question was *ultra vires* of the provincial legislature for the following reasons.

In his opinion, the union's submission that the matters dealt with in the questioned clauses do not fall within the field of labour relations but are in relation to the political activity of trade unions is an accurate characterization of this legislation. Section 9(c) has no relationship whatever to trade union action designed to promote collective bargaining, to change conditions of employment or the contract of employment. Its sole object and purpose is to prevent trade unions from making these contributions out of their own moneys. The leading feature of the legislation is the prohibition, found in clause (c), of political contributions by trade unions.

Further, the legislation in question is directly related to elections, including federal elections. In his view, the provincial legislature has no power to restrict the

right of any person or organization within the province to make contributions at federal elections and to federal candidates. There was at one time such a restriction in the Dominion legislation and this provision was repealed in 1930. The Canada Elections Act 1960 c. 39 contemplates, in terms broad enough to include a trade union, the making of contributions to aid expenditures on behalf of political parties and candidates for political office. The provincial legislation in question is really a re-enactment against trade unions in British Columbia of the former prohibition contained in the Dominion Elections Act and repealed in 1930. In Mr. Justice Judson's opinion, the control of political behaviour does not fall within the field of labour relations and is not within the provincial power, and secondly, the legislation under review is legislation in relation to federal elections, a field exclusively within the Dominion power.

Mr. Justice Abbott, in his dissenting opinion, was in agreement with the reasons stated by Mr. Justice Judson. He held, *inter alia*, that under the Canadian constitution, any person or group of persons in Canada is entitled to promote the advancement of views on public questions by financial as well as by vocal or written means. It follows that any individual, corporation, or voluntary association such as a trade union is entitled to contribute financially to support any political activity not prohibited by law.

Whatever power a provincial legislature may have to regulate expenditures for provincial political activities, in Mr. Justice Abbott's opinion, it cannot legislate to regulate or prohibit contributions made to assist in defraying the cost of federal political or electoral activities. Similarly, for the reasons which Mr. Justice Abbott expressed in the *Switzman* case, Parliament itself cannot legislate to regulate or prohibit financial contributions for provincial political or electoral purposes except to the extent that such regulation or prohibition is necessarily incidental to the exercise of its powers under Section 91 of the BNA Act.

Further, Mr. Justice Abbott stated, the legislative purpose of subsection 6(c) of Section 9 of the British Columbia Labour Relations Act is clear and unambiguous. That purpose is to prohibit political contributions made directly or indirectly by one class of voluntary organization—a trade union—out of moneys received as a condition of membership, whether or not there is a check-off. Legislation of this character cannot be supported as being in relation to property and civil rights in the province

within head 13 of Section 92 of the British North America Act, nor can it be said to be in relation to matters of a merely local or private nature in the province. Therefore, it is clearly *ultra vires*.

Mr. Justice Cartwright also dissented from the majority decision and agreed with the conclusions reached by Mr. Justice Judson. He added, *inter alia*, that the legislation in question is an absolute and unconditional prohibition of the contribution by a trade union to any political party or any candidate for political office of any moneys paid to the union as a condition of membership. As the money so paid makes up practically the whole of the income of the union in question (and this applies, generally speaking, to all trade unions in British Columbia), the effect of the impugned legislation is a virtually total prohibition of the expenditure by a trade union of any of its funds to further the interests of any political party or candidate in a federal election; this amounts to the prohibition of, *inter alia*, of political activity in the federal field, which, prior to the enactment, was lawful in Canada. The prohibition, if valid, would be operative even if the forbidden contribution were approved and directed by a unanimous vote of all the members of the union concerned. Mr. Justice Cartwright was unable to accept the argument that this prohibition of a heretofore lawful and indeed normal political activity in regard to federal elections is ancillary, or necessarily incidental, to any of the provisions of the Labour Relations Act which are within provincial power.

The Supreme Court, by a majority decision, dismissed the union's appeal and upheld the constitutional validity of Section 9(6) of the Labour Relations Act Amendment Act 1961 as being *intra vires* of the Legislature of British Columbia. *Oil, Chemical and Atomic Workers International Union, Local 16-601 v. Imperial Oil Limited and the Attorney-General of British Columbia*, (1963), 45 WWR, Part 1, p. 1.

## Ontario High Court . . .

. . . hold employee may sue for vacation pay owed him under collective agreement

On March 27, 1963, Chief Justice McRuer of the Ontario High Court, in dismissing an application for *certiorari* to quash a judgment given on a claim for vacation pay under a collective agreement, ruled that a collective agreement setting out the terms governing the employment relationship does not abrogate the common law relationship between the employer and



employee and that the requirement for arbitration in Section 34(1) of the Labour Relations Act does not oblige an employee seeking payment of vacation pay to resort to arbitration to the exclusion of a court action.

The employee was employed as a painter under a written contract, which provided that the employer would pay the employee an amount equal to four per cent (4%) of his wages as vacation pay. The employee alleged that he had received only \$72.80, which was equal to two per cent (2%), and he claimed that another \$72.80, another two per cent (2%), was owed to him.

The employer disputed the claim and maintained that Section 34(1) of the Ontario Labour Relations Act was "a complete bar to the action." Chief Justice McRuer stated that this was the only question with which he was concerned. Section 34(1) reads as follows:

34(1) Every collective agreement shall provide for the final and binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable.

The section further provides for insertion of such a clause in agreements where one does not already exist.

The Chief Justice doubted his right to entertain the application, since the judge in the Court which rendered the decision had the sole jurisdiction to hear the claim and subsequently made his decision from which there is no appeal. However, he stated, an important question of law had been raised and, to his knowledge, for the first time in British jurisprudence. For these reasons, Chief Justice McRuer dealt with the question raised by counsel.

It was argued that the provisions of Section 34(1) of the Act were broad enough to preclude a person employed under the terms of a collective agreement from bringing an action against his employer for his wages. It was further argued that in such cases the arbitration procedure set out in the collective agreement must be followed and, when the arbitration is completed, the claim against the employer is filed with the Registrar of the Supreme Court in accordance with Section 34(9) of the Act and then it has the same force and effect as a Court judgment.

Chief Justice McRuer thought that if he adopted this argument, chaotic conditions would occur with reference to the simple

matter of the prompt payment of employees who operate under a collective bargaining agreement; and it would also put in the hands of a union that has been certified as a bargaining agent extraordinary power over non-members of the union who were employees of the same employer. The union, in such cases, could see fit to assert the claims of its members and not those of the non-members. He stated that it was not his belief that this broad meaning was the intention of the Legislature.

The Chief Justice fortified his argument by turning to the Supreme Court of Canada decision of Mr. Justice Judson in *Le Syndicat Catholique des Employés de Magasins de Québec Inc. v. La Compagnie Paquet Ltée.*, (L.G. 1959, p. 286), in which the scope of a collective agreement is defined as follows:

The union is, by virtue of its incorporation under the Professional Syndicates' Act and its certification under the Labour Relations Act, the representative of all the employees in the unit for the purpose of negotiating the labour agreement. . . . There is no room left for private negotiation between employer and employee. Certainly to the extent of the matters covered by the collective agreement, freedom of contract between master and individual servant is abrogated. The collective agreement tells the employer on what terms he must in the future conduct his master and servant relations. When this collective agreement was made, it then became the duty of the employer to modify his contracts of employment in accordance with its terms so far as the inclusion of those terms is authorized by the governing statutes. The terms of employment are defined for all employees, and whether or not they are members of the union, they are identical for all.

Chief Justice McRuer interpreted this to mean that "a collective agreement sets out the terms of employment that are to be effective between the employer and the employee but it does not abrogate the common law relationship of employer and employee in the sense that the employer is required to pay his employee according to the terms laid down in the agreement and that the employee gives his work to the employer on those terms." The employer must pay promptly since the employee has a right of action against the employer for the wages due to him.

The Chief Justice held that the lower Court's decision was correct in holding that the employee had a right to assert his claim in the courts and that the claim for wages for services rendered is not a matter required to be arbitrated. He therefore dismissed the application. *Re Grottoli v. Lock and Son Ltd.* (1963), 39 D.L.R. (2d) 128.



## Ontario High Court...

... rules that tips given to a waitress are part of wages under Minimum Wage Act

On April 5, 1963, Mr. Justice Landreville of the Ontario High Court, allowing an appeal by way of stated case from a conviction for a violation of the Ontario Minimum Wage Act, held that, since Section 1(d) of the Act defines wages as including "every form of remuneration for labour performed," and, since it is not specified that they be paid or granted by the employer, tips received by a waitress at the restaurant from her employer's customers are to be considered as wages and included in determining whether the employer has paid the required minimum wage.

A magistrate for the City of Hamilton submitted the following question to the Ontario High Court:

Was I wrong in holding that tips (monetary gratuities) received by the employee, Dorothy Leaver, during the course of her employment from patrons of the appellant Tavern and Restaurant, were not wages within the meaning of Section 1(d) of the said Minimum Wage Act.

The waitress in question had been paid \$22 a week, although the minimum required in that area was \$30 a week. It was stated and not contradicted that the waitress received between \$20-\$30 a week in tips while on the job at the restaurant.

Mr. Justice Landreville ruled that the relevant sections of the Minimum Wage Act, in addition to "the spirit and intention of the statute," were Section 1(d) and Section 6. Section 1(d) states that "wage" or "wages" includes every form of remuneration for labour performed. Section 6 states:

Every employer who permits any employee to perform any work with respect to which a minimum wage is established shall be deemed to have agreed to pay to the employee at least the minimum wage established and the minimum wage shall be paid to the employee only by cash or by cheque payable at par at the place where the employee performed the work.

Moreover, he stated that the Act neither defines nor refers expressly or impliedly to the term "tip".

Mr. Justice Landreville stated that the Act was penal in nature, since it imposed an obligation on employers, and it therefore had to be strictly interpreted. He said that if the act complained of was expressly covered, or if the purpose of the statute prohibited such an act, then the person charged with committing the act was subject to the provisions of the statute.

Mr. Justice Landreville ruled that the Act did not deal with tips or gratuities. He said that he could not "strain the interpretation" of its provision to cover cases where the employee receives such income. On the contrary, he held that the definition of "wage" in Section 1(d) would lead one to believe that it included every form of remuneration. He commented that if the phrase "paid or granted by an employer" were included in that section it would have conclusively excluded tips received from third parties from the provisions of what constitutes a minimum wage. Therefore, he ruled that, since the phrase did not appear, there was "no clear cut wording" leading to the conclusion that tips must not be taken into consideration.

Mr. Justice Landreville stated that he was not led to this conclusion merely because a bill was before the Legislature that would alter this interpretation.\* The Act, he said, was designed to assure reasonable and livable wages for the area in which the employee lives. The word "remuneration" in S. 1(d) was synonymous to income, he held, and income can come from various sources. Moreover, he noted that tips were taxable under the federal Income Tax Act.

In reply to the magistrate's question, Mr. Justice Landreville ruled the answer to be "yes". He set aside the magistrate's decision and ordered that a verdict of acquittal be entered for the employer. *Regina v. Duffy's Tavern (Hamilton) Ltd.*, (1963), 39 D.L.R. (2d), 126.

## Ontario High Court...

... on ground of reasonable likelihood of bias, bars Labour Relations Board member

On April 10, 1963, Chief Justice McRuer of the Ontario High Court granted a prohibition to stop certification proceedings before the Ontario Labour Relations Board on the ground that a member of the Board representing the employees should have disqualified himself on the ground of reasonable likelihood of bias.

The Court drew a distinction between membership in a trade union of a member of the Board representing the employees and the holding of an executive office in a central labour body by such a member. The Court held that, when a member of the Board is also the chief executive officer in a central labour body and, by virtue of

\* The Minimum Wage Amendment Act, 1962-63, amended clause (d) of Section 1 of the Minimum Wage Act, which now reads: "(d) 'wage' or 'wages' includes every form of remuneration for labour performed, but does not include 'tips' and other gratuities."

this position is bound to promote the interests of the affiliated unions against outsiders, he should disqualify himself from sitting in a certification proceeding where there is a contest for bargaining rights between one of the affiliates of his organization and a union opposed by it.

In December 1962, the Sudbury General Workers' Union, Local 101, Canadian Labour Congress, applied for certification as the bargaining agent for a unit of employees at the I.G.A. Foodliner in Sudbury. The Sudbury and District General Workers' Union, Local 902 of the International Union of Mine, Mill and Smelter Workers, intervened and opposed the application.

The Labour Relations Board advised the Mine-Mill local that a hearing to determine the allegations against the application was to be held on December 20, 1962. Counsel for the Mine-Mill union objected to one member of the Board hearing the application on the ground that he was biased. The Board member, who was the president of the Ontario Federation of Labour, an affiliate of the Canadian Labour Congress, refused to disqualify himself. Then the Mine-Mill local applied for prohibition to stop the certification proceedings.

Dealing with the application, Chief Justice McRuer noted that the impugned member of the Board became a member in 1948 and took the oath set out in Section 75(5) of the Ontario Labour Relations Act, which reads as follows:

S. 75(5) I do solemnly swear that I will faithfully, truly and impartially, to the best of my judgment, skill and ability, execute and perform the office of member . . . of the Ontario Labour Relations Board and I will not, except in the discharge of my duties, disclose to any person any of the evidence or any other matter brought before the Board.

Section 75(6) states that a quorum shall consist of the chairman, the vice-chairman, or a deputy vice-chairman, one member representative of employers and one representative of employees.

The impugned member had been elected as president of the Ontario Federation of Labour in 1958. At that time, he swore to an oath contained in Section 6 of Article V of the Constitution, which states as follows:

. . . I make oath and say that I am not associated in any manner . . . with any group which expounds or promotes or encourages any doctrine or philosophy contrary to or subversive of the fundamental principles and institutions of the democratic form of government of Canada, and further, *I make oath and say if elected I will faithfully support the constitution, principles and policies of the Ontario Federation of Labour and the Canadian Labour Congress.* [emphasis added.]

The Constitution of the Canadian Labour Congress, which the Ontario Federation of Labour subscribes to, states its purposes in part, as follows:

1. To support the principles of the Canadian Labour Congress.

2. To promote the interests of its affiliates and generally to advance the economic and social welfare of the workers of Ontario.

3. (a) To assist affiliated organizations in extending the benefits of mutual assistance and collective bargaining to workers.

Local 101 of the General Workers' Union, the union applying for certification, is affiliated with the Ontario Federation of Labour and is a chartered local of the Canadian Labour Congress.

Evidence indicated that a conflict existed between locals of the International Union of Mine, Mill and Smelter Workers and locals of the Canadian Labour Congress. In 1961, at the Ontario Federation of Labour's fifth annual Convention, over which the impugned member presided, a resolution was put forth offering support to the Canadian Labour Congress in its battle to destroy the "Communist-oriented leaders of Mine-Mill."

Chief Justice McRuer stated that he was not concerned with the struggle between the respective labour organizations. He noted, however, that it was of utmost importance that persons exercising judicial or quasi-judicial functions should act in accordance with the law.

The Chief Justice went on to point out that, although Section 75(2) of the Act required as Board appointees an equal number of representatives of employers and employees, the Board members did not represent either employers or employees. He quoted from the judgment of Mr. Justice Roach in *Re Ontario Labour Relations Board, Bradley et al. v. Can. Gen'l Electric Co.* (L.G. 1957, p. 860), as follows:

. . . As members of the Board they are independent of both (employers and employees). They occupy a quasi-judicial position and in the discharge of their duties they must act judicially. Sitting in between them is an equally independent chairman. The present incumbent of that position has never been affiliated with either management or labour but it would be quite wrong to say that on that account he is more independent than his fellow members . . . because as between all the members there can be no gradations of independence.

Chief Justice McRuer reviewed the authorities and ruled that the Board members exercise quasi-judicial functions in determining certification matters and that, if a Board member is shown to be biased, the Board decision may be quashed on *certiorari*.



With regard to the question of "real or reasonable likelihood of bias," the Chief Justice considered a number of judicial precedents and concluded that it would be wrong for a person to act if there was a real likelihood of bias in favour of one of the parties; that if a person who is required to act judicially (or quasi-judicially) has a pecuniary interest in the matter in dispute, no matter how small, bias is presumed even in cases where the tribunal has in fact acted impartially; and that there was another class of case in which the objection is not founded on any pecuniary interest but would be in the nature of a challenge to favour and that in such cases the question to be answered is what are the facts of the case. He thought that question was the one to be determined in the case at bar. He stated, however, that it was not necessary, in answering the question, to decide whether bias had in fact existed.

Moreover, he noted that the authorities pointed out that it was difficult to determine the existence of bias as a matter of fact. Lord O'Brien in *The King (De Vesci) v. Justices of Queens County*, [1908] 2 Ir. R. 285, stated:

We rarely, if ever, could ascertain the actual condition at a given moment of the human mind. All we are concerned with in such a case as the one now before us is, whether there was, at the outset of the inquiry, a real likelihood of bias; whether, under all the circumstances, there were reasonable grounds for believing that any one of the adjudicating magistrates would be, even unconsciously to himself, influenced by bias. By "bias" I understand a real likelihood of an operative prejudice, whether conscious or unconscious.

Chief Justice McRuer stated that the weight of the authorities established "reasonable likelihood of bias" as the correct test. He ruled that "real likelihood of bias" of the impugned member was not to be determined by an analysis of his mind or character but by an objective consideration of whether a reasonable man under the circumstances might suppose that there would be an improper interference, conscious or unconscious, with the course of justice if he sat.

The Chief Justice noted that when the impugned member was nominated as the president and chief executive officer of the Ontario Federation of Labour, he obligated himself to "faithfully support the constitution, principles and policies" of the Federation. He would have to promote the interests of Canadian Labour Congress affiliates, such as the General Workers' Local 101, as well. The Federation resolution made it a fixed policy to destroy the Mine-Mill union as a bargaining agent and that policy would have involved Local 902, if carried out.

The Mine-Mill intervention contesting the General Workers' certification application placed the impugned member of the Board in the position of sitting in judgment on an issue in dispute between the two unions. His decision could advance or retard the declared policy of the Federation. The Board member's oath required him to be impartial and his Federation oath required him, as chief executive and president, to carry out the Federation policies. Chief Justice McRuer ruled that it was "asking too much of human nature to hold that the chief executive of an organization which had announced a declared policy of destroying another organization should sit to decide disputes between the two organizations or their constituent affiliates."

It was argued that Section 75(2) of the Labour Relations Act gave the impugned member a statutory right to act even in cases where bias might be inferred. Moreover, it was argued that every trade union member has an interest in advancing the policies of his union and its affiliates and that, if the law was applied strictly, trade union members would be barred from sitting as Board members on every dispute between a union and an employer.

The Chief Justice ruled that the Legislature contemplated employees' representatives on the Board would be trade union members. Mere membership in a trade union affiliated with the Federation, he stated, would not warrant disqualification of the impugned member. The authorities demonstrate a distinction between mere membership and an executive responsibility to carry out the declared policies of a body.

Chief Justice McRuer went on to say:

A man might well be a member of a trade union and be free to act with respect to matters before the Board affecting another trade union. It is . . . a different thing where a member of a board has a dual responsibility, on the one hand to carry out the declared policies of the . . . Federation . . . and on the other hand to decide impartially any matters that may be in conflict with those policies. I do not think on any recognized principle of law applicable to judicial or quasi-judicial tribunals one who has clearly divided loyalties as in this case can be permitted to act.

The Chief Justice made it clear that he did not make any suggestion of *mala fides* (bad faith) on the part of the impugned member. He felt quite confident that, if the matter had been presented to him at the time the objection was taken in the light of the present reasons for judgment, he would have disqualified himself and permitted another member of the Board to sit who did not have the same responsibilities and obligations in the Ontario Federation

of Labour that he had undertaken. The application for prohibition was granted. *Regina v. Ontario Labour Relations Board; Ex parte Hall*, (1963), 39 D.L.R. (2d), Part 2, p. 113.

## Ontario High Court . . .

**...enjoins uncertified union's peaceful picketing in disregard of Act's procedure**

On June 7, 1963, Mr. Justice Landreville of the Ontario High Court, delivering written reasons for the injunction order he granted on June 5, ruled that peaceful picketing conducted by an uncertified union can be enjoined where it occurs in disregard of the procedures set out in the Labour Relations Act.

Edland Construction (1960) Ltd. was engaged in construction of a warehouse in Niagara Falls. On May 27 and 28, 1963, a picket line was formed by a dozen men who apparently were not employees of the company in question and were led by the business agent of the International Association of Bridge, Structural and Ornamental Iron Workers, Local 736.

There was no labour dispute between the company and its employees and there was no relationship between the company and the picketing union. No trade union was certified as a bargaining agent for any of the company's employees in Niagara Falls and no application for certification was made to the Labour Relations Board. Apparently the purpose of picketing was through intimidation either to compel the employees to "sign up" or to impose on the employer a collective agreement.

In the opinion of Mr. Justice Landreville, it was a case of clear interference with the private rights of labourers and employers. Further, he stated that, although there may be a common law right to communicate peacefully information by placard-bearing men on a picket line, that right must be cautiously exercised; for, if through that conduct there can be drawn any inference of intimidation or threats, or any interference with the acts of employees or the movement of merchandise and vehicles of the employer, such picketing constitutes the

offence of watching and besetting, and further, it constitutes a conspiracy and a nuisance. Such picketing is designed to force a union contract on two groups by other than peaceful persuasive methods. Picketing, being lawful as a means of communicating information, ceases to have a character of righteousness when it acquires a character of invectiveness and interference in the rights of citizens to carry on their business.

Mr. Justice Landreville noted that, in *Smith Bros. Construction Co. v. Jones* (L.G. 1955, p. 678), Mr. Justice McLennan, referring to peaceful information picketing, stated that "if the development of the trade union movement has reached the point where workers will not cross a picket line to go to work, that is just as effective an interference with contractual relations as any other form of restraint might be. Loyalty to the rule . . . having been developed, the rule should not be abused for a wrongful purpose and where there is no justification."

That rule of loyalty to the picket line, Mr. Justice Landreville added, has now stretched out to the members of the public. Then, picketing ceases to mean communication of information and becomes a measure, to a varying degree, to a course of watching, besetting and intimidating others. It ceases to have a character of peacefulness when it aims at causing such nuisance and damages to the other as to force him into submission.

Mr. Justice Landreville concluded that picketing, even if it is peaceful, can be enjoined where it occurs before the required resort is taken to the steps set out in the Labour Relations Act. The Act propounds the procedure to be followed, and to take the course indicated in the Act is not only a right but becomes an obligation. To act outside of the provisions of the Act to achieve a like end becomes a prohibition and is illegal. The injunction order against picketing was issued until the trial. *Edland Construction (1960) Ltd. v. Childs and Sallafranque*, (1963) 39 D.L.R. (2d), Part 7, p. 536.



# Recent Regulations, Federal and Provincial

*British Columbia issues three new minimum wage orders. New Brunswick issues rules for hairdressing and barbering schools*

The federal Government issued the Older Worker Employment and Training Incentive Program Regulations and amended the Prevailing Rate Employees General Regulations, 1963.

In British Columbia, a new male minimum wage order for the machinist, moulder, refrigeration and sheet-metal trades established a minimum wage of \$2 an hour for journeymen. Two other new orders, applicable to both men and women, set a minimum wage of \$1 an hour for elevator operators and starters and for janitors and resident janitors in apartment buildings, with provision for lower rates during the first three months of employment.

In New Brunswick, rules for hairdressing and barbering schools were issued under the Trade Schools Act.

## FEDERAL

### Appropriation Acts

The Older Worker Employment and Training Incentive Program Regulations (SOR/63-439) were gazetted on November 27. These regulations set out the conditions under which the federal Government will pay a monthly incentive to employers who hire certain eligible older workers between November 1, 1963 and January 31, 1964.

These regulations were reviewed on the Older Workers page of the December issue, page 1102.

### Financial Administration Act

Amendments to the Prevailing Rate Employees General Regulations, 1963, dealing with reporting pay and leave of absence with pay were gazetted as SOR/63-429 on November 13.

A new section on reporting pay has been added. It provides that, where a prevailing rate employee has reported to work his normal working hours or a scheduled overtime shift and the deputy head has certified that no work is available for him, he must now be paid two hours pay at the applicable normal or overtime rate, as the case may be.

Another new provision gives the deputy head discretionary power to grant leave of absence with pay to an employee who is called as a witness before an Appeal Board established by the Civil Service Commission or who is acting as the representative of the appellant before such a Board.

## PROVINCIAL

### B.C. Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently issued three new minimum wage orders. The first established a minimum wage of \$2 an hour for men in the machinist, moulder, refrigeration and sheetmetal trades. The second order, which is applicable to both men and women, increased the minimum wage of elevator operators and starters from 75 cents to \$1 an hour. The third order, which also covers both male and female employees, set a minimum wage of \$1 an hour for janitors, including resident janitors in apartment buildings.

**Machinist, Moulder, Refrigeration and Sheet-metal Trades.** The new order for the machinist, moulder, refrigeration and sheet-metal trades (B.C. Reg. 179/63, gazetted October 31) replaces three orders that set a minimum of \$1.25 an hour for employees in the machinist and refrigeration trades and a minimum of \$1.50 an hour for sheetmetal workers. Previously no minimum wage was fixed for moulders.

The \$2-an-hour rate set by this order applies to all journeymen in these trades except persons permanently employed at maintenance work, employees engaged in the production-line or assembly-line manufacture of metal products for resale, and persons acting in a supervisory, managerial or confidential capacity who are exempt from the Hours of Work Act. In line with the usual practice, an exception is also made for an apprentice, part-time or handicapped employee with a special permit from the Board to work for less than the minimum wage. Such an employee must be paid at the rate specified in the permit.

A new feature of the order is that time and one-half the regular rate is now payable after 40 hours in a week instead of after 44 hours. If, by agreement, hours are averaged over a fixed period, the overtime rate must be paid for all hours worked in excess of a weekly average of 40 hours. As before, this premium rate is also payable for all hours worked in excess of eight in the day.

The daily guarantee provision is similar to that in most British Columbia minimum wage orders. Every employee must receive at least two hours pay at the regular rate if he reports for work in response to a call

from the employer and four hours if he commences work, subject to the usual qualifications.

Hours are limited to 8 in the day and 44 in the week, subject to the exceptions provided in the Hours of Work Act, but there is no provision for a weekly rest.

**Elevator Operators and Starters.** Like the majority of orders issued in British Columbia within the past year, the revised order for elevator operators and starters sets a regular minimum of \$1 an hour, with provision for lower minima during the first three months of employment. During the first month of employment, the minimum is 85 cents an hour, increasing to 90 cents the second month and to 95 cents the third. As in other recent orders, a month's employment is defined as 22 working shifts.

Time and one-half the regular rate must now be paid after 40 hours in a week instead of after 44, and, as before, after 8 hours in a day. This brings the overtime requirement into line with the standard set in the majority of orders issued during the past year.

The daily guarantee provision, which is unchanged, is the same as that in the order for the machinist, moulder, refrigeration and sheetmetal trades described above.

The order again requires elevator operators and starters to be given a weekly rest of 32 consecutive hours, with provision for exceptions with the approval of the Board.

The revised order again gives the Board discretionary power to require an employer to furnish the elevator operator or starter with a seat or chair while on duty if it considers it necessary for the welfare of the employee.

The prohibition against an employer's requiring an elevator operator or starter to partake of meals or make use of lodgings as a condition of employment is continued. If the employee agrees to accept meals or use the lodgings provided by the employer however, the Board, as before, may regulate the charges if it thinks that the employer is charging too much for the type of services provided.

**Janitors.** The new order for janitors (B.C. Reg. 196/63, gazetted November 28) differs from the former order in that it sets the same minimum wage, \$1 an hour, for resident janitors in apartment buildings as for janitors employed in other types of buildings. The previous order set an hourly minimum of 75 cents for janitors in buildings other than apartments and for resident janitors in apartments with four suites or less, and minimum monthly rates ranging from \$50 to \$265 for resident janitors in larger apartment buildings.

Another new feature is that, in line with recent practice, lower minimum rates are now set for janitors with less than three months experience. The minimum is 85 cents an hour during the first month of employment, 90 cents the second month and 95 cents the third.

Time and one-half the regular rate must be paid for all hours worked in excess of 8 in the day and 44 in the week, with the usual exception where hours are averaged over a fixed period. This provision represents a change for resident janitors; the previous order did not set overtime rates for these employees.

The order contains the usual daily guarantee provision but, as before, it applies only to persons employed by an employer whose sole or principal business is that of providing janitor service.

The policy with respect to charges for accommodation has been changed. An employer is now forbidden to make any charge for the accommodation provided for the resident janitor in an apartment building containing more than 10 suites.\* In smaller apartment houses, the maximum charge is \$50 a month. The Board has authority to order adjustments in the rates charged if it considers the accommodation is unsuitable or the charges unreasonable. Previously there was no provision for free accommodation nor any limitation on charges but the Board was empowered to regulate charges if it considered it necessary.

The maximum charge for gas or electricity remains \$4 a month unless a meter is installed, in which case the resident janitor will be charged according to the amount used.

Hours of janitors and resident janitors are limited to 8 in the day and 44 in the week, with provision for variations by agreement between the employer and the employee and for extended hours in emergencies, subject to the approval of the Board.

If a janitor is working on a split shift, his hours must be confined within 12 hours immediately following commencement of work.

The provision requiring employees to be given a weekly rest of 32 consecutive hours, which previously applied only to janitors, now applies to resident janitors as well. The previous order provided for a weekly rest of 24 hours for resident janitors in buildings with 20 or more suites, and of 12 hours for those in apartments with 12

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\* The suite occupied by the janitor is not to be counted when computing the number of suites.

(Continued on page 62)



# Monthly Report on Operation of the Unemployment Insurance Act

*Claimants for unemployment insurance benefit number 218,900 on October 31, a total 17 per cent higher than at previous month-end but 10 per cent lower than the year-earlier figure*

Claimants for unemployment insurance benefit numbered 218,900 on October 31.\* This was 17 per cent more than the total of 186,300 on September 30 but 10 per cent less than the figure of 244,100 on October 31, 1962.

Males made up most of the increase from the previous month and of the decrease from the previous year, amounting to 81 and 86 per cent respectively.

Of the male claimants on October 31, the proportion on claim for from one to four weeks was 57 per cent, compared with 50 per cent in the previous month. This increased percentage reflects the preponderance of males among the new applicants. Of the total number of males, 11 per cent had been on claim for 14 to 26 weeks, compared with 14 per cent in the previous month.

Initial and renewal claims filed during October numbered 126,200, an increase of some 33,000, or nearly 36 per cent, compared with total of 92,900 in September. The October total, however, was 16 per cent below the total of 150,400 in October 1962.

## **Beneficiaries and Benefit Payments**

The average weekly number of beneficiaries in October was estimated at 148,800, compared with 133,000 in September and 152,900 in October 1962.

Payments during the month totalled \$14,000,000, compared with \$12,500,000 in September and \$15,800,000 in October 1962.

The average weekly payment per person was \$23.51 in October, \$23.54 in September, and \$23.42 in October 1962.

\*See Tables E-1 to E-4, pages 83-85.

## **Insurance Registrations**

On October 31, insurance books or contribution cards had been issued to 4,834,660 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 338,085, a decrease of 17 since September 30.

## **Enforcement Statistics**

During October, 12,101 investigations were conducted by enforcement officers across Canada. Of these 7,302 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 367 were miscellaneous investigations. The remaining 4,432 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 269 cases, 125 against employers and 144 against claimants.\*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,741.\*

## **Unemployment Insurance Fund**

Revenue received by the Unemployment Insurance Fund in October totalled \$30,963,087.46, compared with \$29,718,170.57 in September and \$30,065,935.05 in October 1962.

Benefits paid in October totalled \$13,989,451.92, compared with \$12,527,626.72 in September and \$15,753,718.61 in October 1962.

The balance of the Fund on October 31 was \$41,265,044.22; on September 30 it was \$24,291,408.68 and on October 31, 1962 it was \$89,928,587.38.

\* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

# Monthly Report on Placement Operations of the NES

During November 1963, the National Employment Service placed 100,300 persons in employment. Some 73,100, or 72.9 per cent, of these were men and 27,200, or 27.1 per cent, were women.

The cumulative total of placements for the 11 months ended in November was 1,073,300, comprising 724,500 placements of men and 348,800 placements of women. For both November and the 11 months, placement totals were between those of 1961 and 1962.

Some 3,800, or 3.8 per cent, of November's placements involved the movement of workers from one area to another; during the 11-month period, such transfers, 59,600 in all, accounted for 5.6 per cent of the placements effected.

The regional distribution of placements in November and in the 11 months was:

<i>Region</i>	<i>November</i>	<i>Eleven Months Ended November</i>
Atlantic	6,900	75,700
Quebec	39,500	309,000
Ontario	31,900	374,200
Prairie	14,100	184,300
Pacific	7,900	130,100

Vacancies notified by employers to national employment offices during November followed the same general pattern as placements. Vacancies for men numbered 90,300, or 69.6 per cent of the total of 129,700.

For the 11 months ended in November, vacancies reached a total of 1,339,000, of which 870,300 (65.0 per cent) were male vacancies and 468,700 (35.0 per cent) were female.

As in placements, vacancies notified during November and during the 11-month period reached a point between the totals of 1961 and 1962.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB 2262, Nov. 6, 1963

**Summary of the Main Facts:** The claimant, married, filed an initial application for benefit at a local office of the Unemployment Insurance Commission on May 4, 1962, and was registered for employment as a bookkeeping machine operator. She had worked for the same employer from July 9, 1951 to March 2, 1962, when she voluntarily left because of pregnancy. Her rate of pay had been \$307 a month.

Her child was born on April 1, 1962, and as arrangements for the care of the child in the event that she was offered employment had not been confirmed, the insurance officer disqualified her from receipt of benefit commencing April 29, 1962. The disqualification was terminated, however, on May 19, 1962, and the claim was allowed.

As a result of an investigation, the claimant made the following Statutory Declaration to the Commission dated August 30, 1962:

I, . . . do solemnly declare that: . . . I last earned \$307 a month as a bookkeeping machine operator. I quit 2 March 1962 because of pregnancy—my first boy [was] born 1 April 1962, claim filed 4 May 1962 . . . Mrs. X, who is unemployed and not a UIC claimant, is my baby sitter . . . I have had no employment, earnings or vacation while on claim. I am capable and available for full-time work in Z— . . . I am not willing to work for less than \$280 a month. I have made no applications for work . . .

And I make this solemn declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if made under oath, and by virtue of the Canada Evidence Act.

The local office commented that the prevailing rates in the area were \$40 to \$60 a week and referred the claim to the insurance officer for adjudication.

The insurance officer disqualified the claimant and suspended benefit from September 2, on the ground that she had failed to provide she was available for work, as required by Section 54(2)(a) of the Act, as she was unduly restricting the wages she was willing to accept. The insurance officer notified the claimant of the disqualification in a letter dated September 18.

The claimant appealed to a board of referees in a letter, which was received in the local office on September 25. The letter reads:

. . . Your officer was in to see me and he asked me what wages I would accept; usually everyone quotes high but accepts less. Not ever having been on unemployment insurance before or knowing bookkeeping machine operator wages—naturally a person would quote nearer [her] former wages. Why do you people ask what wages we would accept when you know the salary wages in Z—; after all, who should know better than you people. If you work in one office for 11 years you don't know what other businesses are paying. You put the question to us and if we answer wrong you cut our benefits. I don't think you are being fair.



In the meantime, I have been watching the want-ads and have visited a few places . . . but had no luck—I will continue looking . . .

On receipt of the appeal, the local office wrote to the claimant on September 28, asking her to state the minimum salary she would consider acceptable in regard to any employment. Her reply, dated October 1, reads:

Regarding your letter dated September 28, 1962, the minimum salary I would consider acceptable is \$250 per month. Hoping this salary is close to bookkeeping machine operators in Z— . . .

In the Submission to Board of Referees dated October 9, the insurance officer said:

The insurance officer gave very little weight to this last statement by the claimant as it was made after she had been disqualified. She had been unemployed since March 1962 and had shown no effort of her own to obtain employment. In his opinion her intentions and attitude toward employment showed a complete lack of interest in returning to the labour market and he, therefore, effected no change in his decision.

The unanimous decision of the board of referees, which heard the case on October 23, 1962, reads:

The claimant was present at the hearing, and complained to the board that when asked what wages she would accept for work, it was only a natural reaction of a party so asked that the figure quoted would be as close as possible to the wages formerly received by her. The claimant admitted receiving the UIC 501D booklet at the time of registering for benefits, and indicated that she had read some but not all of it.

Apart from the positive statement of the claimant on 30 August 1962 that she would not work for less than \$280 per month, the claimant also indicated that she had made no applications for work as of the time the said statement was given.

She has apparently made applications for work since that time, but when asked whether she would be willing to accept work in a department store as a sales clerk at a wage of approximately \$35 to \$40 per week, the claimant indicated that she did not see why she should be expected to take a position such as a sales clerk for a salary of that amount. This statement was made by the claimant notwithstanding that she has been unemployed for a considerable period of time, and that there have apparently been no available positions in her own line of work obtainable through either the [UIC] office or through her own efforts.

. . . The claimant has accordingly failed to prove her availability for work on 2 September 1962, and subsequently.

. . . The appeal of the claimant is dismissed and the decision of the insurance officer is upheld.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire and in that connection, her lawyers, in a document dated November 2, 1962, stated:

. . . It is respectfully submitted that the facts of the subject case raise serious and profound

issues relative to the proper interpretation of Section 54(2)(a) of the Unemployment Insurance Act, and, as well as to the type of evidence upon which the board of referees may properly affirm a disqualification decision of an insurance officer. The relevant evidence before the board may be summarized as follows:

The claimant swore a Statutory Declaration on the 30th day of August 1962 . . . It is to be emphasized that the applicant swore this Declaration at the request of an officer of the [UIC] and that the statements set forth in the said Declaration do not present all the conversation which took place between the unemployment insurance officer and the applicant.

The applicant made it abundantly clear at the time that she had been following local newspapers for a possible position in the category of work in which she was skilled, but had not found any such positions advertised up to the date of the Declaration. In other words, she had taken steps prior to August 30, 1962 to seek out employment as a bookkeeping machine operator through the want-ads of the local papers, but had been unsuccessful in this regard.

As regards her statement to the effect that she would not be willing to work for less than \$280 per month, it is to be emphasized that this statement was made in response to questions from the aforesaid unemployment insurance officer and it is only reasonable for a person who has been earning up to \$307 per month in a reasonably skilled position to hope for future employment at approximately the same wage scale.

Reviewing the sequence of events up to the second day of September 1962, it is obvious that the insurance officer who effected the order for disqualification of the applicant placed great reliance on the Statutory Declaration sworn on the 30th day of August. In other words, the disqualification arose not through the lack of co-operation or indifference to seeking out job opportunities, but rather through her response to a question put to her by the unemployment insurance officer as to what wage rate she was seeking.

The applicant would refer to the submission made to the board of referees by the insurance officer and especially page 2 of the said submission, where the insurance officer points out that prevailing rates in the Z— area ranged from \$40 to \$60 per week for workers in the [type] of employment in which the applicant was skilled.

It is to be emphasized that at no time was the applicant advised of prevailing rates and, accordingly, could have no knowledge that her requested wage rate of \$280 per month was out of line with current prevailing wage rates in that area.

In the statement of facts set forth in the decision of the board of referees, the learned members of the board appear to lay great weight upon a statement made by the applicant to the board to the effect that she did not see why she should be expected to take a position such as a sales clerk's for a salary approximating \$35 to \$40 per week. The applicant respectfully submits that her statements to that effect should have no bearing on a determination of her availability to work on September 2nd, 1962, and subsequently. It is respectfully submitted that the disqualification order of September 2nd, 1962, was based and, in fact, could only be based upon the evidence set forth in the applicant's Statutory Declaration of August 30th, 1962, and that the evid-

ence set forth in the said Statutory Declaration was not a proper basis upon which the insurance officer and the board of referees could find the applicant was unavailable for work on September 2 and subsequently.

It is respectfully submitted that it was not unreasonable for the applicant to hope to gain employment at \$280 per month at that time and that if officers of the [UIC] thought that her request for such a salary was unreasonable, *they should have communicated that fact to her in the clearest terms before disqualifying her.*

It is obvious from all the evidence in this case that the insurance officer used the applicant's Declaration, and especially her statements therein regarding the wage rate she was seeking, as an excuse for disqualifying her. In this regard it is to be emphasized that the applicant was not warned or cautioned at the time she made this Declaration that she would be bound by it and that it would be used as a basis for disqualification in the event that she did not reduce her wage rate demand below the \$280 figure set forth therein.

The applicant reiterates that serious issues are raised by the unusual nature of the evidence upon which the insurance officer and the learned members of the board have founded their decisions and, accordingly, respectfully applies for leave to appeal the decision of the board of referees herein . . .

Leave to appeal to the Umpire was granted to the claimant by the chairman of the board of referees, who said:

I cannot agree with the submissions in the claimant's application for leave to appeal that question the right of the board of referees to attach weight to statements made by the claimant at the hearing. . . . However, this claimant is only one of several claimants who have appeared before this chairman in recent months, complaining of the manner in which they were questioned on the wages which they were willing to accept . . .

Several such persons have indicated that there is no possible way for them to know what the prevailing rates for positions are in this area and, accordingly, to know whether their own suggested wage rate is out of line with the current prevailing wage rates in that area. When asked what wages they were willing to accept they stated that it was only natural to request a wage approximately their former salary.

Accordingly, I am consenting to the claimant's application for leave to appeal to the Umpire, since I feel that a principle is involved here which requires clarification and comment through the medium of an Umpire's decision . . . it would [also] be appreciated if the Umpire would comment on or answer the following questions:

1. Should a claimant be advised what the prevailing rates are in an area before being asked what salary he or she is willing to accept?
2. Was this claimant prejudiced in the making of her claim in not being advised of the prevailing rate before being asked to state her required wage?

The [claimant's] law firm, in a document dated July 18, 1963, submitted a statement of observations for consideration by the

Umpire and a request for an oral hearing of the appeal. The document reads:

The appellant . . . requests that a hearing be granted for this appeal so that she may be given the opportunity to present *viva voce* evidence with respect to the matter under appeal.

The appellant points out that a formal application for leave to appeal from the decision of the board of referees herein was submitted on her behalf on November 2nd, 1962, and . . . presented the facts in issue and the grounds of appeal.

The appellant concedes that a formal appeal was not submitted in exact accordance with Section 75 of the Unemployment Insurance Act, but would point out that the application for leave to appeal contained all of the basic facts and information upon which the appeal would be argued. In this regard the appellant adopts the points raised by [the] chairman of the board of referees in his consent order under which he approves the appellant's application for leave to appeal to the Umpire.

The appellant respectfully submits that there are serious substantive issues raised in the instant case which should be adjudicated upon by the Umpire, and respectfully requests that a formal hearing be granted so that *viva voce* evidence may be given by the appellant as to the issues under appeal. . . .

The case was heard in Z— on September 26, 1963. The claimant, who was present, was represented by her solicitor, and the Commission by one of its solicitors.

**Considerations and Conclusions:** The only ground on which the claimant was disqualified by the insurance officer is that she had failed to prove that she was available for work from September 2, 1962, in that she had unduly restricted the wages she was willing to accept when she stated on August 30, 1962, "I am not willing to work for less than \$280 a month."

In her appeal to a board of referees on September 25, 1962, the claimant contended, in effect, that her statement had not been accurately transcribed by the interviewing officer and that she had been prejudiced in not being informed of the prevailing rates of pay before being asked to state what salary she was willing to accept.

In a decision dated June 14, 1963, namely, CUB 2178, which dealt with a similar case, the Umpire decided to allow the appeal because the terms of the questions which had been put to a claimant had not been recorded in the declaration she had signed, and also because no information appeared to have been given to that claimant regarding the prevailing rates of pay and the law applicable in her case before being questioned by the interviewing officer.

The reason behind the aforementioned decision, and this remark seems to apply in the instant case, is that a claimant, as a general rule, does not know and is not

(Continued on page 23)



## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded during November

#### Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 183 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 140 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 195 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$21,000.00
Defence Production .....	161	979,410.00
Post Office .....	4	51,437.50
Public Works .....	1	9,346.00
Transport .....	4	12,581.80

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during November

During November the sum of \$1,623.51 was collected from five contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 35 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in November

### DEPARTMENT OF AGRICULTURE

*Near Elbow Sask:* Emil Anderson Construction Co Ltd, Square M Construction Ltd & Coleman Collieries Ltd, construction of Qu'Appelle River Dam, SSR Project (Contract 36). *Near Lethbridge Alta:* Burns & Dutton Construction (1962) Ltd, construction of main canal, Waterton to Belly River.

### ATOMIC ENERGY OF CANADA LIMITED

*Chalk River Ont:* Franki of Canada Ltd, supply & installation of Franki caissons for Bldg No 137.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Halifax N S:* Construction Equipment Co Ltd, installation of fencing, Mulgrave Park. *Moncton N B:* Community Enterprises Ltd, construction, site work & landscaping of 103 dwelling units (FP 1/63). *Saint John N B:* Cameron Contracting Ltd, construction, site work & landscaping of 94 dwelling units (FP 5/63). *Montreal Que:* The Tower Co (1961) Ltd, construction of retaining walls, curbs, type & chain link fencing & paving, Le Domaine Apartment Project; D Ferruccio & T Ricci, snow removal, Benny Farm; Ernest Rollin Co Ltd, snow removal Cloverdale Park; Mucci & D Trevisonno, snow removal, Le Domaine; Ugo Bachetti, snow removal, Park Royal. *Pierrefonds Que:* Andre Prefrontaine, repairs to MIF houses. *Ville St Laurent Que:* Sestock Construction Ltd, interior renovations, Park Royal Apartment Project. *Ottawa Ont:* Comet Electric, parking lot improvements & installation of underground electric car heater system for Strathcona Heights housing project.

In addition, this Corporation awarded 15 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Bruce Indian Agency Ont:* Lexington Contracting Ltd, construction of school, Cape Croker. *Portage la Prairie Indian Agency Man:* Relf Plumbing & Heating Ltd, installation of dishwashing facilities, Brandon IRS. *Carlton Indian Agency Sask:* Dashchuk Construction Ltd, installation of diesel-electric plant, outside power distribution, wiring & heating of school-teachorage & separate teachorage, Montreal Lake IDS.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Cornwallis N S:* Fundy Construction Co Ltd, renovations to bldg No 7, HMCS Cornwallis; Rodney Contractors Ltd, construction of earth fill dam & mains, etc, HMCS Cornwallis; Roy V Germain Ltd, renewal of lighting fixtures, bldg No 10, HMCS Cornwallis. *Shearwater N S:* Diamond Construction (1961) Ltd, installation of storm sewer system, RCN Air Station. *Renous N B:* Mace Ltd, additions to electrical power distribution system, RCN Ammunition Depot. *St Hubert Que:* Great Contractors Ltd, supply & installation of industrial space heaters, Hangar 12, RCAF Station. *Valcartier Que:* Cardinal Painting & Decorating Co Ltd, interior painting of 199 PMQs, Camp. *Centralia Ont:* International Painting & Decorating Co, interior painting of 91 PMQs. *Kingston Ont:* E S Fox Plumbing & Heating Ltd, replacement of boiler & conversion to gas heating, bldg



No 12. *London Ont*: Peerless Enterprises, Division of Tectum Ltd, re-roofing of warehouses Nos 2 & 3, No 27 COD. *Shirley Bay Ont*: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of roadway lighting, DRB. *Trenton Ont*: Walker Painting & Decorating Co Ltd, interior painting of 181 PMQs, Middleton Park; Walter F MacCormack Ltd, interior painting of eight bldgs, No 6 RD. *Fort Churchill Man*: F Fentiman & Sons Ltd, replacement of overhead doors, Bldg D-13, RCASC & Pan-American Vehicle Garage. *Winnipeg Man*: Hay Decorating Co Ltd, interior painting of 109 PMQs, Fort Osborne Barracks. *Shilo Man*: Hay Decorating Co Ltd, interior painting of 102 PMQs, Camp. *Edmonton Alta*: Ernest Painting & Decorating Ltd, interior painting of 120 PMQs, Griesbach Barracks. *Sarcee Alta*: Park & Derochie Decorating Co Ltd, interior painting of 10 bldgs, Camp. *Aldergrove B C*: A B Longstaff & Son Ltd, land clearing, HMCS *Aldergrove*. *Comox B C*: Beaver Construction Co Ltd, construction of runway & taxiway & overlay of runway, taxiway & apron, RCAF Station; H B Contracting Ltd, installation of water main, HMCS *Quadra*. *Masset B C*: Northern Engine & Equipment (BC) Ltd, installation of diesel electric set, bldg No 18.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

#### DEPARTMENT OF DEFENCE PRODUCTION

*Summerside P E I*: Leonard Roofers & Metal Workers Ltd, roof repairs, RCAF Station. *Greenwood N S*: G W Sampson Construction Co Ltd, interior painting of 26 PMQs, RCAF Station. *Halifax N S*: Dartmouth Asphalt Co Ltd, asphalt paving, Shannon Park married quarters; Harrison Bros, interior painting, bldg No 61, Windsor Park; Standard Paving Maritime Ltd, paving repairs, HMCS *Stadacona*. *Bagotville Que*: Les Entreprises d'Embellissement du Saguenay, alterations to floors in various hangars, RCAF Station. *Montreal Que*: Jos Dufour, interior painting of workshop & offices, 405 Chabanel St. *Quebec Que*: Parent & Fils Enr, interior painting, Grand Allee Armoury. *Valcartier Que*: Construction Orleans Inc, paving of various areas, CARDE. *Clinton Ont*: W MacDonald Electric Co Ltd, installation of fixed fire detection & alarm system in Bldgs 6 & 7, RCAF Station. *Downsview Ont*: Dominion Steel & Coal Corp Ltd, fencing of Keele Street boundary, RCAF Station. *Guelph Ont*: George Keen Construction Ltd, alterations to heating & stores accommodation, Armoury. *Kingston Ont*: Canada Shipbuilding & Engs Ltd, repairs to coal bunkers, Barriefield Camp. *Oakville Ont*: Toronto Building Cleaning & Tuck-pointing Ltd, exterior repairs to Bldgs 1A-B-C, Ortona Barracks. *Petawawa Ont*: Rondeau Electric Ltd, installation of warning lights on heating systems, Camp. *Trenton Ont*: Wilson Concrete Products Ltd, supply & installation of prestressed concrete slabs, bldg No 28, RCAF Station. *Calgary Alta*: Borger Construction Ltd, installation of water main, Currie Barracks. *Cold Lake Alta*: "Tony" Construction Co, alteration & conversion of bldg into dental clinic, RCAF Station. *Boundary Bay B C*: M Sleightholme & Co Ltd, interior painting, Vancouver Wireless Station.

In addition, this Department awarded 58 contracts containing the General Fair Wages Clause.

#### NATIONAL HARBOURS BOARD

*Montreal Que*: Hurtsteel Products Ltd, construction of dust bins for shipping galleries, elevators Nos 1, 2, 3 & 5. *Quebec Que*: Michaud & Simard Inc, paving of roadways. *Vancouver B C*: Grinnell Co of Canada Ltd, installation of sprinkler system, shed No 1, Lapointe Pier; Vancouver Pile Driving & Contracting Co Ltd, construction of pile dyke, Mosquito Creek Outfall.

#### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Kitchener, Iona & Amherstburg Ont*: Litwiller Bros, removal of trees, Woodside National Historic Park, Southwold Earthworks National Historic Site & Fort Malden National Historic Park. *Prince Albert National Park Sask*: North West Electric Co Ltd, construction of underground electrical distribution system for new serviced campground. *Jasper National Park, Alta*: Whissell Enterprises Ltd, construction of water supply main, septic tank & outfall sewer, Whistler Mountain Campground. *Kootenay National Park B C*: Poole Construction Co Ltd, construction of toilet bldg, Marble Canyon & workshop bldg for warden's station, Kootenay Crossing.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

## POST OFFICE DEPARTMENT

This Department awarded 53 contracts containing the General Fair Wages Clause.

## DEPARTMENT OF PUBLIC WORKS

*Cartwright (Labr) Nfld:* J V Dawe Ltd, installation of underground electrical service cable for RCMP detachment quarters. *Jerseyside Nfld:* H Drover & Co Ltd, breastwork repairs. *Lower Bacon Cove Nfld:* Benson Builders Ltd, wharf reconstruction. *St Brides Nfld:* Benson Builders Ltd, breakwater repairs. *St John's Nfld:* Benson Builders Ltd, alterations & additions for Department of Forestry, Sir Humphrey Gilbert Bldg. *St Lawrence Nfld:* William A Trask Ltd, construction of retaining walls. *Twillingate Nfld:* W J Goulding Ltd, installation of water treatment equipment in RCMP detachment bldg. *Carleton Village N S:* Shelburne Contracting Ltd, wharf repairs. *Church Point N S:* Bernard & Gerard Lombard, wharf repairs. *Lower Sandy Point N S:* Shelburne Contracting Ltd, breakwater repairs. *Murphy's Pond N S:* Albert MacDonald, repairs to harbour facilities. *Skinner's Cove N S:* Joseph Almon, harbour improvements. *Yarmouth N S:* Marsh Plumbing & Heating Ltd, installation of water line. *Arvida Que:* Girard & Freres, repairs to public bldg. *Chambly Que:* Electra Construction Ltd, construction of post office bldg. *Cowansville Que:* Argo Construction (1961) Ltd, construction of various bldgs for Medium Security Institution, phase No 2. *Lac St Amant Que:* P E Bellehumeur, wharf construction. *Lanoraie Que:* Turnbull Construction Inc, construction of protection works (project No 2). *Longueuil Que:* Lemieux & Frere Inc, addition & alterations to post office. *Matane Que:* Fernand McMullen, breakwater repairs (east pier); Ouellet Electric, installation of lighting system for town wharf. *Montreal Que:* Prieur Enterprises Inc, addition, alterations & new conveyor installation, Postal Station "E", St Laurent St. *Natashquan Que:* Pierre Paul Gauthier, construction of two classrooms & teachers quarters addition to IDS, Seven Islands Agency. *Paspebiac Que:* Jacques Normand, installation of wharf lighting system. *Perkins Landing Que:* Turnbull Construction Inc, wharf repairs. *Pointe au Pic Que:* Claude Belley, construction of concrete wall. *Quebec Que:* Louis Philippe Racine, snow removal, federal public bldgs. *Ste Agathe des Monts Que:* Sylvio Valiquette, interior alterations, federal bldg. *St Jean Que:* Roger Gregoire, interior painting of federal bldg. *Ste Marthe Que:* Theodose Pelletier, wharf repairs. *Haliburton Ont:* Bailey Construction Co Ltd, tourist wharf extension. *Joyceville Ont:* Ruliff Grass Construction Co Ltd, construction of water filtration plant & pumphouse, Joyceville Institution. *Kemptville Ont:* E A Crain Construction Ltd, installation of sewage disposal unit & subsoil drainage system, WSAC Bldg. *McKeller Ont:* Ruliff Grass Construction Co Ltd, construction of wharf. *Ottawa Ont:* A Lanctot, construction of loading zone, Daly Bldg; O'Leary's (1956) Ltd, site development, Confederation Heights. *Sarnia Ont:* Fowler Masonry Repair Service, interior & exterior repairs to federal bldg. *Skeleton Bay (Lake Rousseau) Ont:* Alfred Haigh, construction of wharf. *Val Caron Ont:* Fielding Construction (Sudbury) Ltd, construction of post office bldg. *Wolseley Bay Ont:* Albert Haigh, wharf repairs & extension. *Lake Lenore Sask:* C W Hill Construction Ltd, construction of post office bldg. *Langham Sask:* J G J Wolfe Construction Ltd, construction of post office bldg. *Regina Sask:* Beattie Ramsay Construction Co Ltd, construction of site roads, water distribution system & sewage disposal facilities, New Experimental Farm. *Rocanville Sask:* Logan Stevens Construction Ltd, construction of post office bldg. *Calgary Alta:* Befus Construction Ltd, alterations to areaway retaining wall, Traders Bldg. *Cardston Alta:* Weston Bros Ltd, repairs to St Mary's school gymnasium. *Edmonton Alta:* Parkins Construction Ltd, foundation & subfloor repairs, bldg No 19, Charles Camsell Hospital. *Castlegar B C:* Boundary Electric (Castlegar) Ltd, installation of ventilation system, federal bldg. *Chilliwack B C:* West Coast Painting Co Ltd, general repairs & repainting, federal bldg. *Deep Bay B C:* Pacific Piledriving Co Ltd, installation of float booster logs. *Kamloops B C:* Smith Bros & Wilson Ltd, construction of parking site, 359 St Paul St. *Lund B C:* Westminster Boiler & Tank Co Ltd, breakwater replacement. *Vancouver B C:* Kelsey Construction Ltd, alterations to 6th floor, Begg Bldg; Grinnell Co of Canada Ltd, alterations to bldg for fire protection installation, RCMP Fairmont Barracks. *Westview B C:* McKenzie Barge & Derrick Co Ltd, harbour improvements (breakwater, dredging & fill). *Hay River N W T:* Mix the Mover, moving six federal housing units.

In addition, this Department awarded 49 contracts containing the General Fair Wages Clause.



## THE ST LAWRENCE SEAWAY AUTHORITY

*Near St Lambert & Beauharnois Que:* Frost Steel & Wire Co (Quebec) Ltd, erection of chain link fencing, St Lambert, Caughnawaga, St Louis & Valleyfield Bridges. *Merritton & Port Colborne Ont:* Sheaffer-Townsend Ltd, reconditioning of balance chains, Bridges 5 & 20, Welland Canal. *St Catharines Ont:* Blenkhorn & Sawle Ltd, supply & installation of water line, Lock 3, Welland Canal.

## DEPARTMENT OF TRANSPORT

*Ramea Nfld:* Newhook & Morgan Engineering Ltd, construction of bachelors' quarters, combined generator & radio beacon bldg & installation of fencing. *Halifax N S:* Diamond Construction (1961) Co Ltd, installation of cable ducts under runway 09-24 & taxiway, International Airport. *Ancienne Lorette Que:* La Cie de Construction des Blvds du Quebec, revisions to entrance road & car parking area, Que Airport. *Matane Que:* La Compagnie D'Equipement et de Construction de Rimouski Ltee, extension of runway 07-25. *Fort William Ont:* Sillman Co Ltd, alterations & extension to air terminal bldg, construction of operations bldg & related work, Lakehead Airport. *Malton Ont:* Conniston Construction Co Ltd, site services (Phase 3), Toronto International Airport. *Near Rosedale Ont:* Risi Stone Co Ltd, restoration of concrete at lock No 35, Trent Canal. *Thompson Man:* Poole Engineering (1958) Ltd, construction of paved runway, Airport. *Edmonton Alta:* Hillas Electric Co Ltd, installation of power to car park attendants' bldg, ticket machines & related work, International Airport. *Empress Alta:* D L Guthrie & A Dyberg, construction of dwelling & related work. *Abbotsford B C:* Bill Toews & Sons, clearing of approach to runway 24. *Amphitrite Point B C:* Quinney & Fuller Construction Ltd, construction of dwelling, Lightstation. *Kamloops B C:* Interior Contracting Co Ltd, paving of maintenance garage apron & access road & construction of car park & entrance road for new air terminal bldg. *Scarlett Point B C:* Canwest Construction Co Ltd, construction of dwelling & tower, Lightstation. *Watson Lake Y T:* Nadon Sheet Metal Works Ltd, replacement of furnaces in five dwellings & related work.

In addition, this Department awarded 18 contracts containing the General Fair Wages Clause.

## Recent Regulations

(Continued from page 53)

to 19 units, but did not provide for a weekly rest for resident janitors in smaller buildings.

**Effective Dates.** The order for the machinist, moulder, refrigeration and sheet-metal trades (B.C. Reg. 179/63) went into force on December 9, 1963, and the order for elevator operators and starters (B.C. Reg. 190/63) on December 16. The revised order for janitors and resident janitors (B.C. Reg. 196/63) went into force on January 5, 1964.

**Order Rescinded.** A 1947 order that set a minimum wage of \$20 a week for the personal service occupation was rescinded by B.C. Reg. 191/63, gazetted November 14.

### New Brunswick Trade Schools Act

In New Brunswick, regulations under the Trade Schools Act governing hairdressing and barbering schools approved by O.C. 63-823 were gazetted on November 20.

Before a hairdressing or barbering school may be registered as required by the Act, the operator must furnish the Minister of Education and Municipal Affairs with a

copy of the theory examination and an outline of the practical examination acceptable to the Minister.

Every trade school offering a hairdressing course must give a minimum of 1,000 hours of instruction, which must include at least 150 hours of theory instruction.

A barbering school is required to give at least 800 hours of instruction, which must include a minimum of 120 hours of theory.

The operator of a hairdressing or barbering school may not permit an instructor to instruct more than 15 students at the same time.

Every hairdressing and barbering school must supply the trainee with the necessary tools but provision for theft or unnecessary damage may be made in the contract signed by the student.

### Quebec Workmen's Compensation Act

In Quebec, the Department of Tourism, Game and Fish was added to Schedule 2 of the Workmen's Compensation Act by O.C. 1938, gazetted November 16. The Schedule lists the industries in which the employer is individually liable to pay compensation.

## PRICE INDEX

### Consumer Price Index, December 1963

The consumer price index (1949=100) rose to 134.2 in December, up 0.1 per cent from the November index of 134.0 and 1.7 per cent above the December 1962 index of 131.9.\*

Between November and December, increases occurred for five of the seven main components. The Transportation component was lower; tobacco and alcohol showed no change.

The food index rose to 131.4 from 130.8, an increase of 0.5 per cent. Prices were higher for most dairy products, fats, bakery and cereal products, fresh and canned vegetables, poultry and a number of specific items, including jams, coffee, soft drinks and apples. Prices were considerably lower for eggs, oranges, bananas and sugar, and more moderately lower for most meats.

The housing index edged higher to 137.0, up 0.1 per cent from 136.9, as a result of increases in the shelter component. Within shelter, the rent index was unchanged but the home-ownership index was higher. The household operation component was unchanged as scattered price increases for some items of furniture, floor coverings, textiles, utensils and equipment, and household supplies were not sufficient to move the index.

The clothing index increased 0.2 per cent to 118.9 from 118.7. Indexes for men's wear, footwear and piece goods increased while indexes for women's wear, children's wear and clothing services moved down.

The transportation index fell 0.4 per cent to 140.6 from 141.2, reflecting a decrease in the index of automobile operation. Initial prices for the 1964 models of new passenger cars were below the year-end prices of 1963 models. Prices for gasoline and chassis lubrication were slightly lower; for motor oil, somewhat higher.

The health and personal care index moved to 165.4 from 164.8, an increase of 0.4 per cent, as a result of higher prices for men's haircuts.

The recreation and reading index rose 0.3 per cent to 151.4 from 151.0. In the recreation component, prices were higher for toys. A newspaper price increase in Montreal moved the reading component.

The tobacco and alcohol index was unchanged at 118.5.

Group indexes in December 1962 were: food 127.8, housing 135.7, clothing 115.8,

transportation 140.2, health and personal care 159.8, recreation and reading 148.2, and tobacco and alcohol 117.8.

### City Consumer Price Indexes, November '63

Consumer price indexes rose between October and November in seven of the ten regional cities.\* Increases ranged from 0.1 per cent in Toronto and Saskatoon-Regina to 0.5 per cent in Winnipeg. The Ottawa index declined 0.1 per cent and the Edmonton-Calgary and Vancouver indexes were unchanged.

Higher food indexes were common in six cities, the greatest increase being 1.0 per cent in Winnipeg. Two cities had lower food indexes; two were unchanged. Housing indexes were higher in four cities, lower in one, and unchanged in five. Higher clothing prices were reported in six cities, lower in one, and unchanged in three. In three cities increases were registered in the transportation index; in all others it remained unchanged. The health and personal care index moved up in eight cities and down in one. Indexes for recreation and reading were higher in all ten cities. Tobacco and alcohol indexes rose in one city and fell in three.

Regional consumer price index point changes between October and November were: Winnipeg +0.6 to 131.2; St. John's +0.5 to 120.8†; Montreal +0.5 to 133.9; Saint John +0.3 to 133.3; Halifax +0.2 to 131.4; Toronto +0.2 to 135.2; Saskatoon-Regina +0.1 to 128.7; Ottawa -0.2 to 134.5. Edmonton-Calgary and Vancouver remained unchanged at 127.7 and 131.8 respectively.

### Wholesale Price Index, November 1963

The general wholesale index (1935-39=100) rose 0.4 per cent in November, to 247.0 from 245.9. It was 1.9 per cent above the index of November 1962.

Six major group indexes increased, one declined and one remained unchanged.

The vegetable products group index advanced to 237.6, or 1.9 per cent from the October index of 233.2. The non-ferrous metals products group index rose 0.6 per cent to 199.7 from 198.6 a month earlier; the wood products group index of 326.4 was 0.5 per cent above the October index of 324.8; and the textile products group index moved up 0.4 per cent to 249.7 from 248.8. The indexes of the non-metallic minerals products group and the chemical products group both rose 0.3 per cent to 191.0 from 190.5, and to 188.8 from 188.2, respectively.

\* See Table F-1, page 87.

\* See Table F-2, p. 87.

† On base June 1951=100.



The animal products group index declined to 250.3 from 252.7, or 0.9 per cent.

The iron products group index was unchanged at 254.4.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.5 per cent, from 214.7 to 215.7, in the three-week period ended November 22. The animal products index rose 0.9 per cent from 265.3 to 267.8, and the field products index eased 0.2 per cent from 164.1 to 163.7.

The residential building material price index, on the base 1935-39=100, advanced 0.4 per cent from 313.4 to 314.7 between October and November, and on the 1949=100 base, from 137.5 to 138.0. The non-residential index (1949=100) rose 0.2 per cent from 136.8 to 137.1.

#### U.S. Consumer Price Index, November '63

The United States consumer price index (1957-59=100) rose by 0.2 per cent, from 107.2 to 107.4, between mid-October and mid-November. The increase resulted largely from unseasonal rises in food prices. Prices for 1963 as a whole are expected to reach a five-year high.

The November 1962 index was 106.0.

#### British Index of Retail Prices, October 1963

The British index of retail prices (Jan. 16, 1962=100) rose from 103.3 to 103.7 between mid-September and mid-October. The month's rise was attributed to increases in the price of sugar, potatoes and milk.

The food index was up from 103.0 to 104.2.

The index for October 1962 was 101.4.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*.

List No. 183

### Accident Prevention

1. INTERNATIONAL LABOUR OFFICE. *Manual of Industrial Radiation Protection. Part 1. Convention and Recommendation concerning the Protection of Workers against Ionizing Radiations, adopted by the International Labour Conference at its 44th Session, Geneva, June 1960.* Geneva, 1963. Pp. 24.

2. U.S. BUREAU OF LABOR STANDARDS. *Static Electricity.* Washington, GPO, 1963. Pp. 20.

How to control the hazards of static electricity.

3. U.S. BUREAU OF LABOR STANDARDS. *Using Injury Statistics.* Washington, GPO, 1963. Pp. 18.

"... Discusses the latitude and limitations of injury statistics and suggests how such statistics can be utilized as a means for establishing an injury prevention program."

### Annual Reports

4. CANADA. BUREAU OF STATISTICS. *Annual Report for the Fiscal Year ended March 31, 1963.* Ottawa, Queen's Printer, 1963. Pp. 46.

5. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1963.* Ottawa, Queen's Printer, 1963. Pp. 92.

6. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *Eleventh Annual Statistical Report of Claims for Work Injuries of Federal Public Service Employees for the Fiscal Year ending March 31, 1963.* Ottawa, 1963. Pp. 15.

7. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Annual Earnings in the Scientific and Technical Professions, 1962; a Preliminary Report.* Ottawa, Queen's Printer, 1963. Pp. 8.

French text inverted. French title is, *Gains annuels dans les professions scientifiques et techniques, en 1962.*

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour. Annual Report No. 45. October 1962.* Taux de salaires, traitements et heures de travail. Rapport annuel no. 45. Octobre 1962. Ottawa, Queen's Printer, 1962. Pp. 400. Text in English and French.

9. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Report of the Director of Technical and Vocational Training for the Fiscal Year ended March 31, 1962.* Ottawa, Queen's Printer, 1963. Pp. 23.

Reprinted from the Annual Report of the Department of Labour for the same period.

10. CANADA. NATIONAL PRODUCTIVITY COUNCIL. *Second Annual Report, 1962-1963.* Ottawa, 1963. Pp. 91.

11. CANADIAN AUTOMOBILE CHAMBER OF COMMERCE. *Facts and Figures of the Automotive Industry. 1963 Edition.* Toronto, 1963. Pp. 44.

12. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of the Chief Inspector of Factories, 1962.* London, HMSO, 1963. Pp. 124.

13. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of the Chief Inspector of Factories on Industrial Health, 1962.* London, HMSO, 1963. Pp. 58.

14. NEW ZEALAND. DEPARTMENT OF LABOUR. *Report for the Year ended 31 March 1963.* Wellington, Government Printer, 1963. Pp. 77.

15. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *The Situation and Future Prospects of Europe's Electric Power Supply Industry in 1961/62.* Geneva, 1963. Pp. 87.

16. U.S. BUREAU OF LABOR STANDARDS. *Annual Digest of State and Federal Labour Legislation for the Years 1961 and 1962.* Washington, GPO, 1963. Pp. 249.

#### Automation

17. CONFERENCE ON AUTOMATION AND PERSONNEL ADMINISTRATION. *Proceedings.* 1st-2nd. 1962-1963. Washington, Society for Personnel Administration, 1962-1963. 2 volumes.

These two conferences deal with the part played by automation in personnel administration.

18. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Adjusting to Technological Change.* Editors: Gerald G. Somers [and others] New York, Harper, 1963. Pp. 230.

Contents: Gains and Costs of Technical Change, by Walter Buckingham. Organized Labor and Technical Change: a Backward Look, by Philip Taft. The Impact of Technology on Labor-Management Relations, by Jack Barbash. Cooperative Approaches to Problems of Technological Change, by Charles C. Killingsworth. The Interplant Transfer of Displaced Employees, by Arnold

R. Weber. The Armour Experience: A Case Study in Plant Shutdown. Technological Change and the Community, by Sar A. Levitan and Harold L. Sheppard. Policy Implications of Technological Change in Western Europe, by Bertil Olsson.

19. SYMPOSIUM ON THE EDUCATIONAL IMPLICATIONS OF AUTOMATION, WASHINGTON, D.C., 1962. *Automation and the Challenge of Education; Proceedings of a Symposium, held in Washington, D.C.* Sponsored by the Project on the Educational Implications of Automation, National Education Association. Edited by Luther H. Evans and George E. Arnstein. Washington, National Education Association, 1962. Pp. 190.

The educational implications of automation were examined by an educational policy planner, a curriculum specialist, a social psychologist, a business executive, a trade union official, an economist, a political scientist, an educational administrator, and a sociologist.

#### Business

20. EUROPEAN PRODUCTIVITY AGENCY. *Cost Reduction in Industry; an Integrated Approach to the Practical Application of Progressive Management Techniques for the Control and Reduction of Cost.* Paris, 1961. Pp. 170.

Contains basic information about cost reduction and selected factual case studies illustrating practical applications.

21. NATIONAL CONFERENCE ON SMALL BUSINESS, WASHINGTON, D.C., 1961. *Problems and Opportunities confronting Negroes in the Field of Business; Report.* Chairman: Charles O. Diggs, Jr. Editor: H. Taylor Fitzhugh. [Washington, GPO, 1962, i.e. 1963] Pp. 102.

"Sponsored by an independent committee composed mainly of Negroes engaged in business and related activities in Government and education and some national organizations."

22. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and managing a Small Motel,* by Harold Whittington. Washington, GPO, 1963. Pp. 70.

Contents: What is it like in the Motel Business? Things to decide before You invest in a Motel. Financial Arrangements. Getting ready to open. Good Hostmanship. Keeping Your Records Straight. Motel Advertising and Promotion. Motel Housekeeping. Looking out for Your Future. For Further Information.

#### Civil Service

23. HOLLAND, ANN (UNRUH). *Unions are here to stay; a Guide for Employee-Management Relations in the Federal Service.* Washington, Society for Personnel Administration, 1962. Pp. 41.

A brief outline of the report of the President's Task Force on Employee-Management



Relations in the Federal Service and of two Presidential Executive Orders dealing with Employee-Management Relations.

24. SYMPOSIUM [ON] ACHIEVING EXCELLENCE IN PUBLIC SERVICE, PHILADELPHIA, 1963. *Achieving Excellence in Public Service; a Symposium, sponsored by the American Academy of Political and Social Science and the American Society for Public Administration*. Edited by Stephen B. Sweeney and James O. Charlesworth. [Lancaster, Pa.] American Academy of Political and Social Science, 1963. Pp. 209.

The Symposium dealt with public administration needs in the U.S. and with the quality of public administration personnel.

### Economic Conditions

25. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *The First Stage of the Common Market; Report on the Execution of the Treaty (January 1958-January 1962)*. Brussels, 1962. Pp. 115 [5]

26. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Fiscal Policy, Cycles and Growth*, by Michael E. Levy. New York, 1963. Pp. 141.

Partial Contents: Fiscal Stagnation: Evidence and Proposed Remedies. Government Saving and Full Employment: a Structural Analysis. Budget Deficits and Growth: European Experience. Potential GNP: Concept and Measurement. The Full-Employment Budget Surplus: Concept and Measurement Problems. The National-Income-Accounts Budget as a Tool for Fiscal Analysis.

27. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Ireland, March 1963*. Paris, 1963. Pp. 28.

28. UNITED NATIONS. SECRETARIAT. *International Flow of Long-term Capital and Official Donations, 1959-1961*. New York, United Nations, Dept. of Economic and Social Affairs, 1963. Pp. 66.

"Examines the flow of funds from the developed countries, the flow of funds to the under-developed countries and the international economic assistance of the centrally planned economies during the years 1959-1961." Also reviews the international flow of private capital during 1959-1961.

### Education, Vocational

29. LEVITAN, SAR A. *Vocational Education and Federal Policy (Administration Bills H.R. 3000 and S. 580, Congressman Carl D. Perkins H.R. 4955, Senator J. Caleb Boggs S. 1222)* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 30.

A brief look at existing U.S. federal programs in vocational education and current proposals for the extension of vocational training.

30. ONTARIO. LEGISLATIVE ASSEMBLY. SELECT COMMITTEE ON MANPOWER TRAINING. *Report*. February, 1963. Toronto, 1963. Pp. 126.

The Select Committee on Manpower Training of the Ontario Legislature was set up to look into the Apprenticeship Act, all aspects of the apprenticeship system, the training, retraining and upgrading of skills of workers, and the role to be played by government, industry and labour in the field of training.

31. SMITH, HAROLD T. *Education and Training for the World of Work; a Vocational Education Program for the State of Michigan. With Solicited Chapters on Programs in Other States*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 165.

Examines vocational education in Michigan and suggests what institutions, what administrative organization, and what financial structure are needed to meet the needs of vocational education in Michigan. There are also chapters dealing with vocational education in 10 other States.

### Employees—Training

32. U.S. BUREAU OF LABOR STATISTICS. *Industrial Retraining Programs for Technological Change; a Study of the Performance of Older Workers*. Washington, GPO, 1963. Pp. 34.

This report is based on a study of four companies in different industries where technological changes were introduced, requiring the retraining of employees. It shows something of the capacity of older workers in industry to adopt to technological change.

33. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Young Workers: Their Special Training Needs*. Washington, GPO, 1963. Pp. 19.

"... Reviews the training needs and the status of training for young men and women between the ages of 14 and 19 years who will be entering the labor market with a high school education or less. Particular emphasis is placed on youths who will have special problems in finding employment because of their race, physical and mental handicaps, or for other reasons."

### Employment Management

34. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Employee Selection Procedures*. Washington, 1963. Pp. 13.

This survey is based on information supplied by 170 personnel and industrial relations executives. The procedures for hiring that are considered are the application form, pre-employment testing, pre-employment physical examinations, and pre-employment interviewing.

35. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Practices for White-Collar Employees*. Washington, 1963. Pp. 13.

An examination of the present state of fringe benefits and hours of work. Information for this study was based on replies from 175 personnel and industrial relations executives.

36. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Vacations with Pay, 1951-1961; an Examination of Vacation Practices in Canadian Industries*. Ottawa, Queen's Printer, 1963. Pp. 32.

Provides information about the development of paid-vacation practices in Canadian manufacturing industries during the period 1951-1961 and about vacation practices and patterns. Also tells about the length of the vacation and the period of employment required to qualify for specific paid vacations.

37. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *The Supervisor and his Job*, by K. E. Thurley and A. C. Hamblin. London, HMSO, 1963. Pp. 40.

An interim report on a research project on "Systems of Supervision" carried out by a team from the London School of Economics over a five-year period from 1959 to 1963. An attempt is made to examine the tasks performed by supervisors in five different industries to see how much variation, and how much there is in common in the jobs of supervisors in different situations.

38. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Union-Management Agreements in New York State; Selected Provisions, Jury Duty Pay, Funeral Leave Pay, Overtime, Supplementary Unemployment Benefits*. New York, 1963. Pp. 29.

Based on a study of 1,786 agreements covering 1,800,000 workers at the beginning of 1961.

39. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Fitting the Job to the Worker; Seminar on Ergonomics for Engineers, Liege, 5-12 September, 1961*. General report by S. Laner. [Paris, 1963?] Pp. 106.

Contents: The Structure of Engineering Education in the Participating Countries. Present State and Outlook for Ergonomics in Engineering Training Establishments. Opening Session of the Seminar. Programme of Lectures and Other Events—Final Sessions. Recommendations to the O.E.C.D. and to Other International Bodies.

40. U.S. BUREAU OF LABOR STATISTICS. *Digest of Nine Supplemental Unemployment Benefit Plans, Early 1963*. Washington, GPO, 1963. Pp. 25.

"... Summarizes the major provisions of nine supplemental unemployment benefit plans designed primarily to provide weekly supplements to State unemployment insurance benefits received by laid-off workers."

## Labour Organization

41. AUSTRALIAN WORKERS' UNION. *Official Report of the Seventy-seventh Annual Convention . . . Sydney, New South Wales . . . together with Head Office and "Worker" Accounts*. Sydney, 1963. Pp. 196. Convention held Jan. 29 to Feb. 6, 1963.

42. CANADIAN LABOUR CONGRESS. *The Truth about Unions on the Lakes; a Summary of Findings of a Year-long Investigation conducted by an Official Canadian Government Commission*. Ottawa, 1963. Pp. 22.

A summary of the findings of the Norris Commission (the Industrial Inquiry Commission Concerning Matters Relating to the Disruption of Shipping on the Great Lakes, the St. Lawrence River System and Connecting Waters)

43. ST. PATRICK'S COLLEGE, OTTAWA. EXTENSION DEPARTMENT. *Labour Unions, an Introductory Course for Individuals and Study Groups*. 2d ed. Text and references completely revised. Edited by Mary Kehoe. Ottawa, 1963. Pp. 167.

Partial Contents: The Role of Unions in Society. Collective Bargaining. Workers' Rights and Duties. The Wage Package. Union Security. Grievances. Union Structure. Labour Legislation. Strikes. Labour and Co-operatives.

## Labouring Classes

44. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF RESEARCH. *Shorter Hours: Tool to combat Unemployment*. Washington, 1963. Pp. 53.

Based on a series of articles appearing in the *American Federationist*.

The AFL-CIO Executive Council favors a 35-hour basic work-week. This pamphlet presents arguments for a 35-hour week.

45. NORTH AMERICAN CONFERENCE ON THE SOCIAL IMPLICATIONS OF INDUSTRIALIZATION AND TECHNOLOGICAL CHANGE, CHICAGO, 1960. *Industrialization and Society*; [Proceedings] edited by Bert F. Hoselitz [and] Wilbert E. Moore. [Prepared by the International Social Science Council with the assistance of the Ecole pratique des hautes études (vi<sup>e</sup> section). Paris] UNESCO, 1963. Pp. 437.

This Conference was sponsored jointly by UNESCO, the Canadian and the United States National Commissions for UNESCO, and the University of Chicago and was held in Chicago from September 15 to 22, 1960.

46. ONTARIO FARMER-LABOUR CONFERENCE. 4th, PORT ELGIN, ONT., 1963. *Report*. Toronto, Ontario Federation of Labour, 1963. Pp. 54.



Sponsored by the Farmer-Labour Committee of the Ontario Federation of Labour with the co-operation of the Farmer-Labour Co-ordinating Council of the Canadian Labour Congress.

### Research, Industrial

47. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Research and Development: its Growth and Composition*, by Nestor E. Terleckyj. Assisted by Harriet J. Halper. New York, 1963. Pp. 115.

Contents: The Research Background. Basic Structure of Research and Development. Research and Development in Industry. Organizational Composition of Industrial R & D Operations. Composition of Research Staffs and Costs. Intensity of Industrial Research.

48. U.S. NATIONAL SCIENCE FOUNDATION. *Research and Development in Industry, 1960; Final Report on a Survey of R & D Funds and R & D Scientists and Engineers*. Washington, 1963. Pp. 118.

An analysis of the expenditure of \$14 billion on industrial research and development in 1960.

### Science

49. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Technicians in Science and Engineering*. Ottawa, Queen's Printer, 1963. Pp. 81.

Contents: Nature of the Work. Fields of Work. Preparation and Training. Personal Qualities Needed. Advancement. Earnings. Organizations. Employment Outlook. Seeking Employment. Includes a list of educational establishments and of typical occupations.

50. CONFERENCE ON SCIENTIFIC MANPOWER. 11th, PHILADELPHIA, 1962. *Scientific Manpower, 1962; Papers of the Eleventh Annual Conference on Scientific Manpower*. Washington, GPO, 1963. Pp. 46.

The general theme of the conference was "Community Programs for Motivation to Science and Engineering Training" aimed at secondary school levels of education.

51. U.S. NATIONAL SCIENCE FOUNDATION. *Profiles of Manpower in Science and Technology*. Washington, 1963. Pp. 36.

By means of charts and tables, this booklet presents some statistical information about the numbers of people who are employed in the U.S. as scientists, engineers, technicians, and teachers of science and mathematics in secondary schools.

### Women

52. CLARK, FREDERICK LE GROS. *Woman, Work and Age; to study the Employment of Working Women throughout Their Middle Lives*. London, Nuffield Foundation, 1962. Pp. 111.

Partial Contents: Married Women in the Labour Market. Bearing of the Marital State on Employment: (1) The Widowed Woman; (2) The Single Woman. Women who need to limit their Working Hours. Conditions that affect for Women the Limitation of Working Hours. The Age of Women's Withdrawal from Outside Work. The Later Working Lives of Employed Women. Impaired Health and the Rates of Withdrawal from Work. The Older Woman in the Manufacturing Industries.

53. CONFERENCE OF REPRESENTATIVES OF UNIONS CATERING FOR WOMEN WORKERS. *Women Workers, 1963; Industrial Chapter for Women and Report of the 33rd Annual Conference of Representatives of Trade Unions Catering For Women Workers*. London, Trades Union Congress, 1963. Pp. 56.

54. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1963*. Ottawa, 1963. Pp. 124.

55. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. *American Women; Report*. Washington, GPO, 1963. Pp. 86.

Contains recommendations dealing with the following topics: education and counseling, home and community, women in employment, labour standards, security of basic income, women under the law, and women as citizens.

### Miscellaneous

56. LONDON, ONT. UNIVERSITY OF WESTERN ONTARIO. FACULTY OF LAW. *Current Law and Social Problems*. Volume III. Editor: E. E. Palmer. Toronto, University of Toronto Press, 1963. Pp. 237.

Partial Contents.—The Law and Industrialism, by I. C. Rand. Jurisdictional Disputes in Canada: a Study in Frustration, by J. H. G. Crispo and H. W. Arthurs. The Drift toward a British National Wages Policy, by W. F. Frank. Labour Legislation in the Province of Quebec, by Marie-Louis Beaulieu. Peaceful Picketing and the Criminal Code, by R. S. Mackay. Conciliation Boards in British Columbia, by Raymond G. Herbert.

57. PHILLIPS, WALTER. *Technological Levels and Labor Resistance to change in the Course of Industrialization*. Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 257-266.

58. SASKATCHEWAN. AGED AND LONG-TERM ILLNESS SURVEY COMMITTEE. *Report and Recommendations [and Supplementary Documents]*. Regina, Queen's Printer, 1962-1963] 4 volumes.

Contents: [1] Report and Recommendations. [2] Survey of Employers. [3] Information and Opinion Survey of Senior Citizens. [4] Survey of Patients aged 65 and over in Mental Hospitals, Tuberculosis Sanatoria, Geriatric Centres, and Nursing Homes.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 14, 1963**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,774	587	1,912	2,502	1,153	620
Men.....	4,841	441	1,386	1,739	829	446
Women.....	1,933	146	526	763	324	174
14-19 years.....	644	58	202	219	115	50
20-24 years.....	866	92	293	277	138	66
25-44 years.....	3,029	244	862	1,139	503	281
45-64 years.....	2,026	174	501	786	356	206
65 years and over.....	209	19	51	81	41	17
Employed.....	6,428	537	1,782	2,413	1,116	580
Men.....	4,547	394	1,275	1,667	797	414
Women.....	1,881	143	507	746	319	166
Agriculture.....	581	35	102	155	277	12
Non-agriculture.....	5,847	502	1,680	2,258	839	568
Paid Workers.....	5,325	442	1,539	2,074	762	508
Men.....	3,618	313	1,069	1,391	488	357
Women.....	1,707	129	470	683	274	151
Unemployed.....	346	50	130	89	37	40
Men.....	294	47	111	72	32	32
Women.....	52	*	19	17	*	*
Persons not in the Labour Force.....	5,811	686	1,711	1,882	985	547
Men.....	1,408	193	400	421	251	143
Women.....	4,403	493	1,311	1,461	734	404

\*Less than 10,000.



**TABLE A-2—AGE, SEX AND MARITAL STATUS  
WEEK ENDED DECEMBER 14, 1963, CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> . . .	12,585	1,954	3,632	986	3,741	922	1,350
Labour force . . . . .	6,774	644	3,488	833	945	655	209
Employed . . . . .	6,428	579	3,334	752	928	637	198
Unemployed . . . . .	346	65	154	81	17	18	11
Not in labour force . . . . .	5,811	1,310	144	153	2,796	267	1,141
Participation rate <sup>(2)</sup>							
1963, December 14 . . . . .	53.8	33.0	96.0	84.5	25.3	71.0	15.5
November 16 . . . . .	54.1	33.1	96.4	85.0	25.5	71.0	15.7
Unemployment rate <sup>(3)</sup>							
1963, December 14 . . . . .	5.1	10.1	4.4	9.7	1.8	2.7	5.3
November 16 . . . . .	4.5	9.6	3.5	8.7	2.0	2.9	*

<sup>(1)</sup>Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup>The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup>The unemployed as a percentage of the labour force.

\*Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED DECEMBER 14, 1963**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	December 1963	November 1963	December 1962
Total unemployed.....	346	303	414
On temporary layoff up to 30 days.....	20	17	27
Without work and seeking work.....	326	286	387
Seeking full-time work.....	305	270	366
Seeking part-time work.....	21	16	21
Seeking under 1 month.....	121	111	127
Seeking 1-3 months.....	132	99	165
Seeking 4-6 months.....	35	34	51
Seeking more than 6 months.....	38	42	44

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
October.....	47.9	498.9	165.2							1,764.8
November....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December....	46.6	481.5	157.1							1,692.5
1963—										
January.....	47.5	484.4	157.7							1,699.4
February.....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9	156.3							1,714.1
April.....	46.7	503.2	160.7							1,764.8
May.....	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June.....	49.2	523.0	170.0							1,863.0
July.....	49.9	509.4	171.9							1,830.6
August.....	49.8	523.4	179.9							1,877.3
September*	50.1	532.6	172.4	93.3*	412.1*	106.0*	781.3*	1,667.5*	232.4*	1,907.5
October†.....	49.7	531.7	172.4							1,896.4
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
October.....	47.6	491.5	161.9							1,722.8
November....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December....	46.8	494.3	160.4							1,730.1
1963—										
January.....	48.1	499.5	164.4							1,771.4
February.....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March.....	47.6	503.3*	164.8							1,777.9*
April.....	48.6	508.7	165.9							1,789.8
May.....	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June.....	48.2	508.8	164.7							1,799.8
July.....	48.8	507.4	164.0							1,800.1
August.....	48.8	514.8	171.9	86.1*	339.1*	103.2*	779.1*	1,683.6*	230.4*	1,832.9
September*	49.4	517.5	166.8							1,835.2
October†.....	49.4	524.0	168.7							1,851.5

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at October 1963 employer in the principal non-agricultural industries reported a total employment of 2,963,858. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957 .....	122.6	158.1	67.93	115.8	159.1	69.94
1958 .....	117.9	163.9	70.43	109.8	165.3	72.67
1959 .....	119.7	171.0	73.47	111.1	172.5	75.84
1960 .....	118.7	176.5	75.83	109.5	117.8	78.19
1961 .....	118.1	181.8	78.11	108.9	183.9	80.73
1962—						
October .....	125.4	189.9	81.57	115.9	191.8	84.34
November .....	124.3	189.8	81.53	114.7	192.3	84.55
December .....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January .....	117.8	190.6	81.80	111.6	193.5	85.09
February .....	117.4	192.9	82.87	112.2	194.2	85.41
March .....	117.7	193.1	82.96	112.8	195.5	85.95
April .....	119.3	194.4	83.53	113.7	197.2	86.72
May .....	123.6	194.8	83.69	116.3	197.4	86.80
June .....	127.5	194.7	83.64	118.9	196.2	86.29
July .....	127.7	193.8	83.27	116.9	194.0	85.30
August .....	130.2	193.9	83.28	120.0	194.4	85.47
September* .....	130.3	196.0	84.22	120.3	197.2	86.71
October† .....	129.3	197.1	84.67	119.2	198.9	87.45

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Oct. 1963	Sept. 1963	Oct. 1962	Oct. 1963	Sept. 1963	Oct. 1962
<b>Provinces</b>						
Newfoundland.....	150.1	151.0	147.3	77.14	76.62	74.00
Prince Edward Island.....	153.3	146.5	154.3	58.27	59.01	56.22
Nova Scotia.....	100.5	101.0	96.6	68.65	69.28	66.92
New Brunswick.....	109.9	111.3	107.6	68.26	67.79	65.49
Quebec.....	129.7	130.3	126.5	82.75	82.06	79.17
Ontario.....	130.9	131.5	126.2	87.79	87.36	84.80
Manitoba.....	117.3	118.9	115.3	78.71	79.03	76.55
Saskatchewan.....	135.7	136.5	130.6	80.97	80.96	78.37
Alberta (including Northwest Territories).....	163.9	168.8	161.9	85.45	84.52	83.12
British Columbia (including Yukon).....	123.1	126.0	118.3	91.50	91.01	88.71
<b>Canada.....</b>	<b>129.3</b>	<b>130.3</b>	<b>125.4</b>	<b>84.67</b>	<b>84.22</b>	<b>81.63</b>
<b>Urban areas</b>						
St. John's.....	152.9	155.6	154.7	64.86	64.17	61.02
Sydney.....	82.5	81.9	79.0	82.74	83.90	82.45
Halifax.....	125.6	126.7	124.1	71.10	70.93	67.86
Moncton.....	109.7	107.9	112.5	63.43	63.88	61.90
Saint John.....	106.1	106.7	106.1	69.57	69.74	65.75
Chicoutimi—Jonquiere.....	117.3	116.6	110.8	103.24	102.32	100.70
Quebec.....	129.7	129.6	125.5	72.95	73.11	70.70
Sherbrooke.....	116.8	115.8	114.1	70.80	72.00	69.03
Shawinigan.....	100.2	101.6	83.1	92.30	92.86	88.40
Three Rivers.....	121.8	120.3	119.1	78.86	77.55	76.88
Drummondville.....	89.7	90.4	84.6	69.89	69.73	67.18
Montreal.....	133.4	133.5	129.8	84.04	83.37	80.67
Ottawa—Hull.....	140.5	140.7	136.2	77.87	78.49	76.32
Kingston.....	127.8	129.6	120.6	83.80	82.20	80.04
Peterborough.....	104.6	102.9	95.8	93.77	95.27	91.71
Oshawa.....	213.5	206.6	192.6	106.39	101.53	98.77
Toronto.....	146.6	146.1	141.4	88.48	88.12	84.96
Hamilton.....	120.8	121.7	114.5	91.37	92.27	90.78
St. Catharines.....	117.3	120.0	114.3	96.24	95.22	93.72
Niagara Falls.....	105.5	113.7	100.4	82.15	81.75	81.55
Brantford.....	93.3	92.3	87.9	79.21	79.02	77.01
Guelph.....	132.3	133.4	129.9	78.79	79.86	76.80
Galt.....	126.3	126.1	116.9	76.03	76.19	72.88
Kitchener.....	147.4	145.1	137.2	78.34	78.44	77.41
Sudbury.....	125.5	127.0	128.7	94.95	95.24	92.25
Timmins.....	87.7	87.5	89.2	75.26	74.75	74.51
London.....	146.9	145.7	139.2	80.25	80.00	77.46
Sarnia.....	136.8	135.0	129.5	108.31	108.28	105.23
Windsor.....	81.9	81.9	74.7	99.10	94.79	92.87
Sault Ste. Marie.....	154.1	153.9	147.0	107.05	108.17	100.45
Fort William—Port Arthur.....	114.1	115.4	110.4	85.01	86.32	82.78
Winnipeg.....	117.2	117.9	113.8	75.13	75.27	72.90
Regina.....	155.3	153.6	144.5	79.88	79.39	76.66
Saskatoon.....	149.6	153.0	142.9	74.71	74.49	73.03
Edmonton.....	210.8	213.7	207.6	79.03	79.59	77.58
Calgary.....	183.3	185.3	182.3	84.36	83.28	81.46
Vancouver.....	121.7	123.8	115.6	89.93	88.85	86.79
Victoria.....	119.0	122.3	118.1	82.51	83.41	80.17



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Oct. 1963	Sept. 1963	Oct. 1962	Oct. 1963	Sept. 1963	Oct. 1962
				\$	\$	\$
<b>Mining</b> .....	<b>115.5</b>	<b>116.7</b>	<b>116.1</b>	<b>103.52</b>	<b>103.21</b>	<b>99.65</b>
Metal mining.....	127.9	129.3	129.3	104.63	104.18	100.78
Gold.....	65.3	64.6	68.8	85.52	84.76	82.88
Other metal.....	186.2	189.5	185.4	110.86	110.33	106.95
Fuels.....	82.0	81.7	82.7	107.71	108.60	105.15
Coal.....	39.5	38.6	39.2	82.56	83.89	80.37
Oil and natural gas.....	255.1	257.4	260.5	123.59	123.71	120.38
Non-metal.....	157.3	162.3	154.7	93.06	91.78	86.75
<b>Manufacturing</b> .....	<b>119.2</b>	<b>120.3</b>	<b>115.9</b>	<b>87.45</b>	<b>86.71</b>	<b>84.34</b>
Durable goods.....	124.4	124.5	119.7	94.62	94.13	91.47
Non-durable goods.....	114.9	116.8	112.6	80.94	80.09	77.99
Food and beverages.....	122.4	130.7	121.7	75.14	72.70	72.27
Meat products.....	137.7	138.2	137.6	86.24	84.65	83.53
Canned and preserved fruits and vegetables.....	143.8	203.1	139.9	58.49	55.69	56.48
Grain mill products.....	96.3	96.6	98.8	86.47	85.52	82.41
Bread and other bakery products.....	111.8	112.4	112.8	73.09	73.44	69.57
Distilled and malt liquors.....	98.1	96.4	97.7	106.62	105.87	103.03
Tobacco and tobacco products.....	79.2	79.5	81.0	88.74	88.77	86.55
Rubber products.....	112.1	106.6	110.1	90.48	92.11	89.75
Leather products.....	89.3	89.6	89.7	58.96	59.43	56.76
Boots and shoes (except rubber).....	92.8	95.0	95.8	56.66	57.43	54.00
Other leather products.....	80.9	79.8	78.5	63.82	63.77	62.86
Textile products (except clothing).....	87.0	86.4	83.5	70.73	70.21	67.42
Cotton yarn and broad woven goods.....	75.8	75.2	74.6	68.62	68.41	64.02
Woolen goods.....	67.0	66.3	62.8	64.75	64.29	63.00
Synthetic textiles and silk.....	99.4	99.0	93.5	77.46	76.50	73.94
Clothing (textile and fur).....	98.4	98.9	94.8	55.30	55.09	52.74
Mens clothing.....	102.6	102.3	99.0	53.90	53.88	51.66
Women's clothing.....	107.6	109.7	100.3	56.53	56.86	53.40
Knit goods.....	76.3	75.8	76.4	55.27	54.48	54.69
Wood products.....	114.2	116.2	109.9	75.43	75.78	73.30
Saw and planing mills.....	116.3	119.5	111.3	77.29	77.18	74.99
Furniture.....	125.3	124.9	120.7	73.87	75.03	72.33
Other wood products.....	82.0	82.3	81.4	66.72	67.58	64.49
Paper products.....	129.4	130.6	128.2	102.49	102.33	99.61
Pulp and paper mills.....	129.0	130.4	128.7	110.39	110.33	107.85
Other paper products.....	130.3	131.2	127.1	83.72	83.26	79.63
Printing, publishing and allied industries.....	127.4	127.5	126.5	94.61	94.73	90.96
Iron and steel products.....	115.7	116.1	112.4	98.53	98.90	96.35
Agricultural implements.....	69.6	65.2	62.0	100.97	101.03	93.80
Fabricated and structural steel.....	150.7	150.9	159.2	101.96	102.16	98.80
Hardware and tools.....	117.9	116.8	111.4	85.96	86.58	84.68
Heating and cooking appliances.....	108.5	108.8	110.8	88.02	87.84	84.18
Iron castings.....	103.2	103.6	95.9	93.79	93.06	91.31
Machinery, industrial machinery.....	135.7	135.6	131.5	94.81	95.47	92.56
Primary iron and steel.....	132.5	133.9	126.0	111.88	113.25	113.02
Sheet metal products.....	118.9	121.1	119.6	94.89	95.08	92.61
Wire and wire products.....	119.8	119.3	111.5	98.28	99.35	95.74
Transportation equipment.....	121.0	118.4	113.4	104.06	102.11	98.52
Aircraft and parts.....	238.9	234.7	239.2	105.97	102.85	98.26
Motor vehicles.....	135.4	131.0	116.8	121.77	117.79	115.52
Motor vehicle parts and accessories.....	138.5	133.5	120.9	99.85	99.55	96.63
Railroad and rolling stock equipment.....	57.5	56.5	55.7	89.64	89.70	84.46
Shipbuilding and repairing.....	142.9	143.7	146.5	93.62	93.43	91.32
Non-ferrous metal products.....	128.2	129.4	123.0	98.49	98.05	96.03
Aluminum products.....	145.1	148.5	144.1	95.77	94.26	93.22
Brass and copper products.....	109.9	110.6	102.8	94.98	94.79	91.91
Smelting and refining.....	137.7	139.0	132.3	108.00	107.87	105.20
Electrical apparatus and supplies.....	157.0	156.9	153.2	92.91	92.75	90.58
Heavy electrical machinery.....	116.1	116.0	112.9	100.24	100.33	98.62
Telecommunication equipment.....	287.6	283.9	280.9	88.79	88.58	87.08
Non-metallic mineral products.....	155.7	156.6	151.0	94.09	92.76	89.65
Clay products.....	90.3	91.6	95.8	82.36	82.67	79.47
Glass and glass products.....	169.6	170.3	149.9	89.05	87.06	86.87
Products of petroleum and coal.....	137.2	139.6	138.2	130.17	128.45	121.49
Petroleum refining and products.....	138.9	141.6	140.2	131.57	129.63	122.61
Chemical products.....	136.5	136.7	131.3	102.86	102.37	99.57
Medicinal and pharmaceutical preparations.....	126.5	126.1	123.1	91.07	91.07	87.88
Acids, alkalis and salts.....	155.6	157.8	143.9	116.79	114.03	113.53
Other chemical products.....	134.3	134.3	130.5	101.72	101.67	98.83
Miscellaneous manufacturing industries.....	161.8	159.6	154.1	75.99	75.60	72.85
<b>Construction</b> .....	<b>138.5</b>	<b>143.2</b>	<b>137.6</b>	<b>94.12</b>	<b>94.48</b>	<b>88.21</b>
Building and general engineering.....	138.7	141.4	134.5	101.24	101.54	95.43
Highways, bridges and streets.....	138.3	146.2	142.5	82.42	83.25	76.99
Electric and motor transportation.....	148.6	148.2	141.5	90.45	90.19	86.60
<b>Service</b> .....	<b>171.3</b>	<b>175.2</b>	<b>157.7</b>	<b>59.43</b>	<b>58.87</b>	<b>57.92</b>
Hotels and restaurants.....	147.6	152.9	135.7	45.64	45.15	44.09
Laundries and dry cleaning plants.....	139.8	140.0	132.7	52.79	52.76	50.72
<b>Industrial composite</b> .....	<b>129.3</b>	<b>130.3</b>	<b>125.4</b>	<b>84.67</b>	<b>84.22</b>	<b>81.63</b>

# TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	October 1963	September 1963	October 1962	October 1963	September 1963	October 1962
				\$	\$	\$
Newfoundland.....	39.3	39.8	38.1	1.72	1.70	1.69
Nova Scotia.....	41.1	40.9	40.9	1.69	1.67	1.64
New Brunswick.....	41.2	40.6	41.0	1.64	1.62	1.60
Quebec.....	42.3	42.4	42.3	1.77	1.76	1.70
Ontario.....	41.5	41.5	41.5	2.06	2.04	1.99
Manitoba.....	40.7	40.6	40.2	1.80	1.80	1.76
Saskatchewan.....	39.1	38.7	38.9	2.02	2.02	1.98
Alberta (includes Northwest Territories)	40.5	39.4	40.0	2.02	2.01	1.99
British Columbia (includes Yukon Territory).....	38.0	37.5	37.9	2.39	2.37	2.29

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.



TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1963	Sept. 1963	Oct. 1962	Oct. 1963	Sept. 1963	Oct. 1962	Oct. 1963	Sept. 1963	Oct. 1962
				\$	\$	\$	\$	\$	\$
<b>Mining</b>	<b>42.6</b>	<b>42.6</b>	<b>42.3</b>	<b>2.24</b>	<b>2.24</b>	<b>2.18</b>	<b>95.51</b>	<b>95.45</b>	<b>92.18</b>
Metal mining	42.5	42.3	42.2	2.22	2.23	2.26	98.73	98.52	95.31
Gold	43.7	43.1	43.7	1.82	1.82	1.77	79.54	78.26	77.24
Other metal	42.1	42.0	41.7	2.51	2.51	2.45	105.39	105.44	102.05
Fuels	41.7	42.5	41.6	2.12	2.11	2.09	88.42	89.40	87.17
Coal	42.9	44.3	42.9	1.90	1.87	1.84	81.25	82.65	79.15
Oil and natural gas	39.6	39.5	39.6	2.54	2.54	2.52	100.54	100.29	99.75
Non-metal	43.9	43.9	43.2	2.05	2.05	1.97	90.39	89.84	85.00
<b>Manufacturing</b>	<b>41.3</b>	<b>41.3</b>	<b>41.3</b>	<b>1.96</b>	<b>1.94</b>	<b>1.89</b>	<b>80.93</b>	<b>80.29</b>	<b>77.96</b>
Durable goods	41.8	41.8	41.9	2.13	2.12	2.05	88.98	88.71	85.95
Non-durable goods	40.9	40.8	40.8	1.79	1.78	1.73	73.24	72.44	70.50
Food and beverages	40.6	40.2	40.3	1.68	1.64	1.61	68.19	65.72	65.04
Meat products	41.3	40.7	41.1	1.99	1.98	1.92	82.07	80.43	79.18
Canned and preserved fruits and vegetables	40.8	41.1	39.2	1.28	1.24	1.23	52.24	51.12	48.17
Grain mill products	43.0	42.3	41.3	1.91	1.90	1.83	82.18	80.26	75.60
Bread and other bakery products	40.8	40.8	41.0	1.64	1.64	1.54	66.78	67.03	63.34
Distilled liquors	41.7	40.3	42.7	2.24	2.23	2.18	93.24	89.79	92.85
Malt liquors	39.3	40.0	38.9	2.47	2.46	2.38	97.23	98.27	92.59
Tobacco and tobacco products	37.7	37.8	40.2	2.18	2.18	2.00	82.21	82.15	80.28
Rubber products	42.4	42.2	43.3	2.01	2.05	1.96	85.18	86.54	85.16
Leather products	40.4	41.0	40.5	1.34	1.34	1.30	54.25	54.87	52.53
Boots and shoes (except rubber)	40.0	40.9	39.8	1.30	1.29	1.25	51.94	53.01	49.61
Other leather products	41.3	41.3	42.3	1.43	1.43	1.40	59.21	59.01	59.06
Textile products (except clothing)	43.3	43.1	42.9	1.49	1.48	1.43	64.55	64.00	61.31
Cotton yarn and broad woven goods	42.8	42.7	41.2	1.52	1.52	1.46	65.06	64.79	60.30
Woolen goods	43.0	43.0	43.3	1.38	1.37	1.33	59.12	58.77	57.53
Synthetic textiles and silk	44.0	43.7	44.2	1.60	1.59	1.52	70.42	69.30	67.21
Clothing (textile and fur)	39.2	39.1	39.2	1.29	1.29	1.22	50.49	50.27	47.89
Men's clothing	38.7	38.9	38.8	1.28	1.28	1.22	49.69	49.81	47.43
Women's clothing	37.3	37.4	37.1	1.39	1.39	1.30	51.80	52.09	48.07
Knit goods	42.5	42.0	42.6	1.19	1.18	1.15	50.61	49.68	48.89
*Wood products	41.6	41.9	41.7	1.73	1.73	1.67	72.03	72.53	69.67
Saw and planing mills	40.5	40.6	40.5	1.84	1.84	1.78	74.62	74.72	72.24
Furniture	43.8	44.7	44.2	1.58	1.58	1.52	69.20	70.63	67.28
Other wood products	43.2	43.5	42.7	1.44	1.43	1.39	62.05	62.47	59.39
Paper products	41.9	42.0	41.7	2.31	2.30	2.26	96.77	96.79	94.18
Pulp and paper mills	41.9	42.0	41.8	2.50	2.49	2.44	104.43	104.50	102.11
Other paper products	41.9	42.0	41.6	1.83	1.82	1.75	76.55	76.40	72.94
Printing, publishing and allied industries	38.9	39.0	38.9	2.41	2.42	2.32	93.59	94.37	90.13
*Iron and steel products	41.6	41.7	41.9	2.26	2.26	2.19	93.84	94.42	91.83
Agricultural implements	39.7	40.1	37.3	2.36	2.33	2.20	93.95	93.46	82.28
Fabricated and structural steel	43.3	43.0	43.5	2.20	2.23	2.17	95.20	95.93	94.32
Hardware and tools	42.5	42.6	43.6	1.88	1.89	1.82	79.96	80.31	79.13
Heating and cooking appliances	42.2	42.1	42.1	1.94	1.93	1.87	81.75	81.29	78.76
Iron castings	42.1	41.8	42.2	2.14	2.13	2.08	90.19	89.25	87.68
Machinery, Industrial	42.0	42.4	42.7	2.13	2.13	2.05	89.58	90.32	87.59
Primary iron and steel	40.2	40.4	41.2	2.68	2.70	2.64	107.63	109.03	108.73
Sheet metal products	41.2	41.7	42.0	2.16	2.17	2.07	89.00	90.55	87.22
Wire and wire products	42.5	42.7	42.4	2.20	2.23	2.14	93.29	95.03	90.60
*Transportation equipment	42.1	41.9	41.7	2.34	2.31	2.24	98.29	96.95	93.38
Aircraft and parts	42.5	41.5	41.1	2.20	2.25	2.16	97.68	93.22	88.81
Motor vehicles	43.6	43.5	44.2	2.62	2.56	2.49	114.35	111.42	110.21
Motor vehicle parts and accessories	42.2	42.4	42.3	2.23	2.24	2.16	94.17	95.11	91.44
Railroad and rolling stock equipment	40.2	40.2	39.2	2.18	2.19	2.10	87.85	88.05	82.43
Shipbuilding and repairing	40.7	41.1	41.0	2.27	2.25	2.21	92.35	92.32	90.40
Non-ferrous metal products	41.2	41.1	41.4	2.23	2.23	2.16	92.10	91.51	89.49
Aluminum products	42.5	41.8	42.7	2.01	2.01	1.93	85.35	83.97	82.49
Brass and copper products	42.3	42.3	41.8	2.14	2.12	2.07	90.41	89.75	86.46
Smelting and refining	40.4	40.4	40.5	2.50	2.50	2.43	101.23	101.01	98.37
Electrical apparatus and supplies	41.2	41.4	41.5	1.97	1.97	1.91	81.11	81.40	79.31
Heavy electrical machinery and equipment	41.2	41.4	42.1	2.22	2.22	2.14	91.42	91.98	90.09
Telecommunication equipment	40.5	40.9	41.1	1.76	1.75	1.71	71.25	71.70	70.35
Refrigerators, vacuum cleaners and appliances	41.2	41.2	40.2	2.02	2.02	1.95	83.19	83.06	78.57
Wire and cable	42.8	43.4	43.0	2.19	2.22	2.17	93.63	96.23	93.20
Miscellaneous electrical products	41.2	41.2	41.4	1.88	1.87	1.81	77.32	76.81	74.97
*Non-metallic mineral products	44.4	43.9	43.7	2.01	1.99	1.93	89.12	87.50	84.47
Clay products	43.2	42.9	42.9	1.79	1.80	1.72	77.52	77.03	73.89
Glass and glass products	40.0	40.3	41.1	2.05	2.02	1.95	83.87	81.64	80.16
Products of petroleum and coal	42.6	41.8	41.3	2.80	2.78	2.66	119.31	116.16	110.01
Chemical products	41.3	41.0	41.2	2.20	2.19	2.11	90.91	89.96	87.07
Medicinal and pharmaceutical preparations	39.8	39.9	40.2	1.72	1.71	1.65	68.33	68.43	66.49
Acids, alkalis and salts	41.6	40.7	41.7	2.56	2.53	2.44	106.36	102.87	101.63
Miscellaneous manufacturing industries	41.9	41.8	42.1	1.58	1.58	1.52	66.25	65.98	63.87
Professional and scientific equipment	41.8	40.9	40.7	1.98	1.96	1.87	82.73	80.32	76.21
<b>Construction</b>	<b>42.6</b>	<b>43.1</b>	<b>41.7</b>	<b>2.16</b>	<b>2.16</b>	<b>2.07</b>	<b>92.18</b>	<b>92.90</b>	<b>86.11</b>
Building and general engineering	41.9	42.3	41.4	2.36	2.36	2.25	98.90	99.73	93.23
Highways, bridges and streets	43.9	44.5	42.3	1.80	1.80	1.73	79.16	80.08	73.01
<b>Electric and motor transportation</b>	<b>44.8</b>	<b>44.7</b>	<b>43.9</b>	<b>2.04</b>	<b>2.03</b>	<b>1.98</b>	<b>91.53</b>	<b>90.70</b>	<b>86.90</b>
<b>Service</b>	<b>37.7</b>	<b>37.5</b>	<b>37.9</b>	<b>1.17</b>	<b>1.16</b>	<b>1.12</b>	<b>44.08</b>	<b>43.56</b>	<b>42.37</b>
Hotels and restaurants	37.3	37.1	37.6	1.14	1.13	1.08	42.56	41.96	40.53
Laundries and dry cleaning plants	40.5	40.5	40.3	1.10	1.09	1.08	44.49	44.20	42.78

\*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962—October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963—January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September*.....	41.3	1.94	80.29	192.4	144.0
October†.....	41.3	1.96	80.93	193.9	144.7

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.



## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 91.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
December 1958.....	8,643	8,549	17,192	562,257	158,163	720,420
December 1959.....	9,097	9,779	18,876	522,206	157,962	680,168
December 1960.....	9,859	7,996	17,855	570,789	163,893	734,682
December 1961.....	11,402	10,866	22,268	478,470	136,566	615,036
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November 1963(1).....	30,090	22,737	52,827	285,688	117,689	403,377
December 1963(1).....	18,913	15,351	34,264	432,390	131,532	563,922

(1) Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH, NOVEMBER 1962-NOVEMBER 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—November.....	321,696	113,014	86,859	43,840	74,957	33,481
1962—December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	74,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	R240,358	R99,236	92,448	44,154	75,313	30,894
November <sup>(1)</sup> .....	279,655	102,499	90,258	39,410	73,086	27,230

<sup>(1)</sup>Preliminary—Subject to revision.

R—Revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING NOVEMBER 1963<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from November 1962
<b>Agriculture, Fishing, Trapping</b> .....	<b>2,073</b>	<b>298</b>	<b>2,371</b>	<b>-4,068</b>
<b>Forestry</b> .....	<b>2,920</b>	<b>23</b>	<b>2,943</b>	<b>- 62</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>563</b>	<b>55</b>	<b>618</b>	<b>- 140</b>
Metal Mining .....	320	14	334	- 36
Fuels .....	144	20	164	- 31
Non-Metal Mining .....	21	1	22	- 62
Quarrying, Clay and Sand Pits .....	32	1	33	- 13
Prospecting .....	46	19	65	+ 2
<b>Manufacturing</b> .....	<b>11,948</b>	<b>6,254</b>	<b>18,202</b>	<b>-2,518</b>
Foods and Beverages .....	1,247	1,019	2,266	- 502
Tobacco and Tobacco Products .....	9	30	39	- 264
Rubber Products .....	119	95	214	+ 59
Leather Products .....	195	300	495	- 149
Textile Products (except clothing) .....	450	314	764	- 70
Clothing (textile and fur) .....	397	1,555	1,952	- 243
Wood Products .....	1,621	201	1,822	- 4
Paper Products .....	757	329	1,086	+ 78
Printing, Publishing and Allied Industries .....	442	484	926	- 229
Iron and Steel Products .....	2,269	334	2,603	- 387
Transportation Equipment .....	2,103	239	2,342	- 208
Non-Ferrous Metal Products .....	490	158	648	+ 34
Electrical Apparatus and Supplies .....	481	406	887	- 291
Non-Metallic Mineral Products .....	447	59	506	- 90
Products of Petroleum and Coal .....	30	9	39	- 9
Chemical Products .....	364	232	596	+ 20
Miscellaneous Manufacturing Industries .....	527	490	1,017	- 263
<b>Construction</b> .....	<b>10,291</b>	<b>153</b>	<b>10,444</b>	<b>-3,204</b>
General Contractors .....	6,831	81	6,912	-2,432
Special Trade Contractors .....	3,460	72	3,532	- 772
<b>Transportation, Storage and Communication</b> .....	<b>6,559</b>	<b>270</b>	<b>6,829</b>	<b>-3,511</b>
Transportation .....	6,029	134	6,163	-3,324
Storage .....	453	29	482	- 179
Communication .....	77	107	184	- 8
<b>Public Utility Operation</b> .....	<b>197</b>	<b>43</b>	<b>240</b>	<b>- 48</b>
<b>Trade</b> .....	<b>8,281</b>	<b>6,071</b>	<b>14,352</b>	<b>- 949</b>
Wholesale .....	3,044	1,039	4,083	- 104
Retail .....	5,237	5,032	10,269	- 845
<b>Finance, Insurance and Real Estate</b> .....	<b>427</b>	<b>779</b>	<b>1,206</b>	<b>- 118</b>
<b>Service</b> .....	<b>29,827</b>	<b>13,284</b>	<b>43,111</b>	<b>+6,496</b>
Community or Public Service .....	628	1,181	1,809	- 261
Government Service .....	24,287	2,593	26,880	+9,366
Recreation Service .....	317	147	464	- 47
Business Service .....	1,159	639	1,798	- 409
Personal Service .....	3,436	8,724	12,160	-2,153
<b>GRAND TOTAL</b> .....	<b>73,086</b>	<b>27,230</b>	<b>100,316</b>	<b>-8,122</b>

<sup>(1)</sup>Preliminary—subject to revision.



**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND  
BY SEX, AS AT NOVEMBER 29, 1963<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	7,960	1,927	9,887
Clerical Workers.....	17,193	42,214	59,407
Sales Workers.....	7,558	12,933	20,491
Personal and Domestic Service Workers.....	31,722	24,444	56,166
Seamen.....	1,487	16	1,503
Agriculture, Fishing, Forestry (Ex. log.).....	6,591	330	6,921
Skilled and Semi-Skilled Workers.....	115,601	14,719	130,320
Food and kindred products (incl. tobacco).....	1,466	394	1,860
Textiles, clothing, etc.....	2,557	8,927	11,484
Lumber and lumber products.....	9,498	135	9,633
Pulp, paper (incl. printing).....	1,087	407	1,494
Leather and leather products.....	832	801	1,633
Stone, clay and glass products.....	320	25	345
Metalworking.....	11,258	762	12,020
Electrical.....	2,175	874	3,049
Transportation equipment.....	378	20	398
Mining.....	1,421	.....	1,421
Construction.....	31,737	4	31,741
Transportation (except seamen).....	21,717	88	21,805
Communications and public utility.....	554	.....	554
Trade and service.....	4,807	1,426	6,233
Other skilled and semi-skilled.....	18,001	635	18,636
Foremen.....	2,488	209	2,697
Apprentices.....	5,305	12	5,317
Unskilled Workers.....	97,576	21,106	118,682
Food and tobacco.....	3,537	5,826	9,363
Lumber and lumber products.....	9,866	309	10,175
Metalworking.....	4,353	449	4,802
Construction.....	49,888	.....	49,888
Other unskilled workers.....	29,932	14,522	44,454
<b>Grand total.....</b>	<b>285,688</b>	<b>117,689</b>	<b>403,377</b>

<sup>(1)</sup>Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT NOVEMBER 29, 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1)	Previous Year		(1)	Previous Year
	Nov. 29, 1963	Nov. 30, 1962		Nov. 29, 1963	Nov. 30, 1962
<b>Newfoundland</b> .....	<b>12,427</b>	<b>14,060</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	3,081	2,950	Sorel.....	1,507	1,530
Grand Falls.....	1,323	1,528	Thetford Mines.....	1,401	1,375
St. John's.....	8,023	9,582	Trois-Rivières.....	3,980	4,241
<b>Prince Edward Island</b> .....	<b>1,915</b>	<b>2,568</b>	Val d'Or.....	1,322	1,402
Charlottetown.....	1,175	1,612	Valleyfield.....	1,719	1,766
Summerside.....	740	956	Victoriaville.....	1,706	1,983
<b>Nova Scotia</b> .....	<b>16,819</b>	<b>19,804</b>	Ville St. Georges.....	2,468	1,641
Amherst.....	664	783	<b>Ontario</b> .....	<b>121,438</b>	<b>141,479</b>
Bridgewater.....	716	941	Arnprior.....	228	255
Halifax.....	5,448	5,718	Barrie.....	1,021	1,134
Inverness.....	202	413	Belleville.....	1,352	1,291
Kentville.....	1,344	1,526	Bracebridge.....	716	781
Liverpool.....	366	481	Brampton.....	1,022	933
New Glasgow.....	1,889	1,970	Brantford.....	1,486	2,066
Springhill.....	663	871	Brockville.....	432	470
Sydney.....	2,512	3,523	Carleton Place.....	305	198
Sydney Mines.....	635	954	Chatham.....	1,259	1,678
Truro.....	1,212	1,190	Cobourg.....	675	674
Yarmouth.....	1,168	1,434	Collingwood.....	578	560
<b>New Brunswick</b> .....	<b>15,524</b>	<b>19,814</b>	Cornwall.....	2,321	2,566
Bathurst.....	2,025	2,619	Elliot Lake.....	321	424
Campbellton.....	1,276	1,453	Fort Erie.....	711	621
Edmundston.....	917	1,394	Fort Frances.....	500	576
Fredericton.....	1,274	1,642	Fort William.....	1,671	1,941
Minto.....	227	307	Galt.....	749	1,177
Moncton <sup>(2)</sup> .....	3,693	5,109	Gananoque.....	205	287
Newcastle.....	1,167	1,653	Goderich.....	337	439
Saint John.....	2,570	2,945	Guelph.....	1,071	1,272
St. Stephen.....	1,260	997	Hamilton.....	9,295	9,646
Sussex.....	341	483	Hawkesbury.....	562	655
Woodstock.....	774	1,212	Kapusking.....	653	816
<b>Quebec</b> .....	<b>125,401</b>	<b>139,181</b>	Kenora.....	658	1,040
Alma.....	1,572	1,872	Kingston.....	1,657	1,862
Asbestos.....	416	645	Kirkland Lake.....	599	820
Baie Comeau.....	677	834	Kitchener.....	1,285	1,805
Beauharnois.....	869	846	Leamington.....	783	927
Buckingham.....	719	796	Lindsay.....	848	489
Causapsal.....	1,365	1,178	Listowel.....	189	229
Chandler.....	1,076	1,343	London.....	3,561	4,100
Chicoutimi.....	1,664	2,275	Long Branch.....	2,868	2,854
Cowansville.....	319	323	Midland.....	568	786
Dolbeau.....	1,036	1,026	Napanee.....	396	515
Drummondville.....	1,613	1,804	New Liskeard.....	378	495
Farnham.....	440	478	Newmarket.....	843	997
Forestville.....	330	436	Niagara Falls.....	2,058	2,295
Gaspe.....	667	893	North Bay.....	1,241	1,581
Granby.....	1,558	1,949	Oakville.....	595	579
Hull.....	2,978	3,454	Orillia.....	696	786
Joliette.....	2,634	3,029	Oshawa.....	4,274	4,663
Jonquiere.....	2,250	2,764	Ottawa.....	5,596	7,357
Lachute.....	593	855	Owen Sound.....	885	1,014
Lac Megantic.....	844	772	Parry Sound.....	307	500
La Malbaie.....	609	1,004	Pembroke.....	1,285	1,508
La Tuque.....	581	806	Perth.....	393	434
Levis.....	2,997	1,945	Peterborough.....	2,341	2,428
Louiseville.....	642	754	Picton.....	300	322
Magog.....	483	550	Port Arthur.....	2,330	2,562
Maniwaki.....	539	495	Port Colborne.....	856	1,156
Matane.....	823	1,298	Prescott.....	454	486
Mont-Laurier.....	602	738	Renfrew.....	359	396
Montmagny.....	1,227	1,196	St. Catharines.....	2,965	3,276
Montreal.....	47,273	51,427	St. Thomas.....	563	1,146
New Richmond.....	941	1,070	Sarnia.....	1,730	2,261
Port Alfred.....	489	842	Sault Ste. Marie.....	1,840	2,986
Québec.....	10,692	9,743	Simcoe.....	683	967
Rimouski.....	1,846	2,269	Smiths Falls.....	425	463
Rivière du Loup.....	2,831	2,719	Stratford.....	326	697
Roberval.....	809	1,101	Sturgeon Falls.....	746	818
Rouyn.....	2,023	2,549	Sudbury.....	3,859	4,779
Ste. Agathe des Monts.....	433	597	Tillsonburg.....	351	598
Ste. Anne de Bellevue.....	730	802	Timmins.....	1,365	1,521
Ste. Thérèse.....	1,748	2,004	Toronto.....	29,298	32,300
St. Hyacinthe.....	1,338	1,351	Trenton.....	623	626
St. Jean.....	1,657	1,850	Walkerton.....	491	425
St. Jérôme.....	1,491	1,380	Wallaceburg.....	504	485
Sept-Îles.....	1,378	1,625	Welland.....	1,630	1,757
Shawinigan.....	3,024	3,590	Weston.....	2,453	2,737
Sherbrooke.....	3,472	3,966	Windsor.....	5,329	7,619
			Woodstock.....	584	572



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT NOVEMBER 29, 1963—Concluded**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Nov. 29, 1963	Previous Year Nov. 30, 1962		(1) Nov. 29, 1963	Previous Year Nov. 30, 1962
<b>Manitoba</b> .....	<b>17,640</b>	<b>22,377</b>	<b>British Columbia</b> .....	<b>51,699</b>	<b>55,419</b>
Brandon.....	1,512	1,659	Chilliwack.....	1,751	1,653
Dauphin.....	1,017	1,159	Courtenay.....	846	978
Flin Flon.....	170	177	Cranbrook.....	645	862
Portage la Prairie.....	657	917	Dawson Creek.....	1,178	1,173
The Pas.....	318	419	Duncan.....	620	845
Winnipeg.....	13,966	18,046	Kamloops.....	1,203	1,249
<b>Saskatchewan</b> .....	<b>11,243</b>	<b>14,357</b>	Kelowna.....	801	850
Estevan.....	208	291	Kitimat.....	120	141
Lloydminster.....	195	286	Mission City.....	1,032	933
Moose Jaw.....	911	1,146	Nanaimo.....	942	1,144
North Battleford.....	877	917	Nelson.....	643	740
Prince Albert.....	1,600	2,437	New Westminster.....	7,773	8,112
Regina.....	2,786	3,225	Penticton.....	1,138	1,071
Saskatoon.....	2,835	3,420	Port Alberni.....	698	716
Swift Current.....	431	629	Prince George.....	2,161	2,632
Weyburn.....	252	314	Prince Rupert.....	1,198	1,432
Yorkton.....	1,148	1,692	*Princeton.....	.....	381
<b>Alberta</b> .....	<b>26,271</b>	<b>27,697</b>	Quesnel.....	668	866
Blairmore.....	376	383	Trail.....	601	696
Calgary.....	8,455	9,477	Vancouver.....	22,216	23,416
Drumheller.....	372	370	Vernon.....	1,183	1,357
Edmonton.....	11,816	11,897	Victoria.....	3,845	3,642
Edson.....	295	446	Whitehorse.....	437	530
Grande Prairie.....	865	747	<b>Canada</b> .....	<b>403,377</b>	<b>456,756</b>
Lethbridge.....	1,922	2,210	Males.....	285,688	328,801
Medicine Hat.....	1,019	1,139	Females.....	117,689	127,955
Red Deer.....	1,151	1,028			

(1) Preliminary subject to revision.

(2) Includes 205 registrations reported by the Magdalen Islands local office.

\*Effective September 28, 1963 the area served by the Princeton local office is served by the Kamloops and Penticton local offices.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—September.....	4,028,000	3,841,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000
November.....	4,110,000	3,735,800	374,200
October.....	4,009,000	3,764,900	244,100
September.....	3,998,000	3,800,200	197,800



**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
OCTOBER 31, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	September 30, 1963	October 31, 1962
Canada.....	218,866	112,809	57,756	29,394	18,907	186,261	244,140
Male.....	143,553	81,164	34,972	16,100	11,317	117,024	165,316
Female.....	75,313	31,645	22,784	13,294	7,590	69,237	78,824
Newfoundland.....	5,809	3,064	1,491	798	456	4,053	6,063
Male.....	4,803	2,674	1,228	592	309	3,085	5,232
Female.....	1,006	390	263	206	147	968	831
Prince Edward Island.....	774	341	223	121	89	703	880
Male.....	487	263	90	69	65	413	593
Female.....	287	78	133	52	24	290	287
Nova Scotia.....	9,662	4,224	2,791	1,647	1,000	8,466	12,526
Male.....	7,045	3,338	1,902	1,113	692	5,997	9,812
Female.....	2,617	886	889	534	308	2,469	2,714
New Brunswick.....	8,768	4,357	2,328	1,323	760	7,495	10,242
Male.....	6,244	3,221	1,547	953	523	5,245	7,969
Female.....	2,524	1,136	781	370	237	2,250	2,273
Quebec.....	69,817	35,739	19,105	9,304	5,669	60,592	73,359
Male.....	47,685	26,548	12,525	5,194	3,418	40,366	51,038
Female.....	22,132	9,191	6,580	4,110	2,251	20,226	22,321
Ontario.....	69,843	35,321	18,326	9,467	6,729	63,161	78,959
Male.....	42,324	23,820	9,995	4,683	3,826	37,260	49,967
Female.....	27,519	11,501	8,331	4,784	2,903	25,901	28,992
Manitoba.....	7,928	4,197	1,775	1,128	828	6,592	11,314
Male.....	4,554	2,377	967	650	560	3,498	7,129
Female.....	3,374	1,820	808	478	268	3,094	4,185
Saskatchewan.....	4,276	2,024	1,278	646	328	3,450	5,941
Male.....	2,345	1,271	601	288	185	1,551	3,603
Female.....	1,931	753	677	358	143	1,899	2,338
Alberta.....	13,290	7,051	3,536	1,789	914	10,041	13,676
Male.....	8,891	5,347	2,059	903	582	6,037	8,804
Female.....	4,399	1,704	1,477	886	332	4,004	4,872
British Columbia.....	28,699	16,491	6,903	3,171	2,134	21,708	31,180
Male.....	19,175	12,305	4,058	1,655	1,157	13,572	21,169
Female.....	9,524	4,186	2,845	1,516	977	8,136	10,011

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
OCTOBER 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,159	2,130	1,029	2,836	1,853	983	1,144
Prince Edward Island.....	387	268	119	308	215	93	161
Nova Scotia.....	4,608	2,909	1,699	4,290	2,897	1,393	1,471
New Brunswick.....	4,435	2,880	1,555	3,947	2,695	1,252	1,519
Quebec.....	39,663	24,584	15,079	36,923	25,972	10,951	13,536
Ontario.....	41,544	26,096	15,448	39,792	27,466	12,326	13,489
Manitoba.....	4,531	3,053	1,478	4,052	2,528	1,524	1,376
Saskatchewan.....	2,261	1,673	588	1,999	1,183	816	765
Alberta.....	7,895	5,102	2,793	7,364	5,002	2,362	2,741
British Columbia (incl. Yukon Territory).....	17,736	10,995	6,741	15,864	10,744	5,120	5,319
Total, Canada, October 1963.....	126,219	79,690	46,529	117,375	80,555	36,820	41,521
Total, Canada, September 1963.....	92,892	57,884	35,008	88,625	61,183	27,442	32,677
Total, Canada, October 1962.....	150,444	95,524	54,920	131,265	91,890	39,375	50,067

\*In addition, revised claims received numbered 34,035.

†In addition, 35,012 revised claims were disposed of. Of these, 3,089 were special requests not granted and 2,553 appeals by claimants. There were 7,209 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, OCTOBER 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	14,749	328,072
Prince Edward Island.....	2,483	48,499
Nova Scotia.....	26,405	562,310
New Brunswick.....	23,881	513,468
Quebec.....	195,242	4,641,072
Ontario.....	200,192	4,727,434
Manitoba.....	21,298	483,255
Saskatchewan.....	11,628	254,793
Alberta.....	31,711	774,241
British Columbia (including Yukon Territory).....	67,430	1,656,306
Total, Canada, October 1963.....	595,019	13,989,450
Total, Canada, September 1963.....	532,124	12,527,626
Total, Canada, October 1962.....	672,646	15,753,741

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifica-

tions imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.



## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF NOVEMBER 1963**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	November 1962	October 1963	November 1963							
①St. John's, Nfld..	118.1	120.3	120.8	117.7	115.8	113.5	123.5	160.3	153.5	101.1
Halifax.....	130.9	131.2	131.4	125.6	133.0	128.5	137.2	166.1	166.9	124.3
Saint John.....	131.4	133.0	133.3	129.6	132.1	124.3	142.4	187.2	153.4	124.5
Montreal.....	132.0	133.4	133.9	136.5	135.2	111.4	159.8	171.4	145.1	121.7
Ottawa.....	132.7	134.7	134.5	130.2	136.7	125.1	155.4	170.1	143.2	123.8
Toronto.....	133.2	135.0	135.2	128.5	140.0	123.6	136.7	161.6	189.9	121.3
Winnipeg.....	130.1	130.6	131.2	130.5	128.0	124.6	134.4	179.4	140.6	125.5
Saskatoon-Regina..	128.0	128.6	128.7	127.4	126.5	129.4	135.7	147.1	148.4	119.4
Edmonton-Calgary	127.4	127.7	127.7	123.6	126.8	126.9	129.1	168.8	146.6	119.4
Vancouver.....	130.6	131.8	131.8	129.7	134.6	121.3	140.1	151.1	150.1	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 954, October 1963 issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962—November.....	29	47	9,525	75,270	0.06
December.....	14	28	3,565	55,110	0.05
*1963—January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15
August.....	28	55	11,597	73,340	0.06
September.....	30	63	9,583	86,320	0.08
October.....	49	81	24,861	138,980	0.11
November.....	12	44	6,193	51,020	0.05

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1963, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	3	204	2,150
Manufacturing.....	18	2,348	36,730
Construction.....	8	505	1,720
Transpn. & utilities.....	3	2,505	2,530
Trade.....	9	337	4,030
Finance.....			
Service.....	3	294	3,860
Public administration.....			
All industries.....	44	6,193	51,020

**TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1963, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island..	1	11	260
Nova Scotia.....			
New Brunswick.....		147	3,090
Quebec.....	10	1,641	28,370
Ontario.....	23	1,647	13,580
Manitoba.....			
Saskatchewan.....	1	90	270
Alberta.....	1	32	670
British Columbia.....	5	121	2,270
Federal.....	2	2,504	2,510
All jurisdictions.....	44	6,193	51,020

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
NOVEMBER 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Nov.	Accu- mulated		
<b>MINES</b> <i>Metal</i> Canadian Malartic Mines, Malartic, Que.	Steelworkers Loc. 4826 (AFL-CIO/CLC)	110	170	450	Oct. 29 Nov. 4	Wages~Wage increase 12¢ an hr. immediately, 3¢ July 20, 1964.
<b>MANUFACTURING</b> <i>Food and Beverages</i> Viau Limitée, Montreal, Que.	CNTU	524	11,000	24,100	Sep. 26 .....	Wages~
<i>Rubber</i> Seiberling Rubber, Toronto, Ont.	Rubber Workers Loc. 118 (AFL-CIO/CLC)	411	5,750	8,630	Oct. 23 Nov. 21	Wages, welfare benefits~4¢ an hr. increase June 15, 1963, 6¢ an hr. June 15, 1964; 2¢ an hr. to S.U.B., life insurance and welfare plan.
<i>Knitting Mills</i> Regent Knitting Mills St. Jérôme, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO/ CLC)	245	5,150	32,610	Aug. 13 .....	Wages, working conditions~
<i>Wood</i> Bellerive Veneer & Plywoods, Mont-Laurier, Que.	CNTU	215	3,630	12,720	Aug. 30 .....	Wages, hours, working con- ditions~
<i>Paper</i> Kimberly-Clark Canada, St-Hyacinthe, Que.	Pulp and Paper Mill Workers Loc. 933 (AFL- CIO/CLC)	179	3,760	5,550	Oct. 19 .....	Wages~
Bathurst Containers, Hamilton, Ont.	Woodworkers Loc. 2-69 (AFL-CIO/CLC)	251	500	500	Nov. 4 Nov. 6	Dissatisfaction with incen- tive program introduced by company~Return of workers pending discussions with company.
<i>Electrical Products</i> Crouse-Hinds, Toronto, Ont.	U.E. (Ind.)	111	1,440	1,440	Nov. 13 Nov. 29	Wages in a first agreement~ Return of workers.
<b>CONSTRUCTION</b> Kitchener-Waterloo Sheet Metal Contractors' Assoc., Kitchener-Waterloo area, Ont.	Sheet Metal Workers Loc. 562 (AFL-CIO/CLC)	100	100	500	Oct. 25 Nov. 4	Non-union workers in other trades~Pickets withdrawn, work resumed.
Standard Steel, Boston Creek, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/ CLC)	226	450	450	Nov. 26 Nov. 29	Payment for travelling time ~Return of workers pending negotiations.
<b>TRANSP. &amp; UTILITIES</b> <i>Transportation</i> Shipping Federation of British Columbia, Various ports, B.C.	Longshoremen and Ware- housemen (CLC)	2,500	2,500	2,500	Nov. 4 Nov. 5	Delay in signing new agree- ment~Return of workers pending settlement.
<b>TRADE</b> Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	147 (29)	3,090	4,880	Sep. 16 .....	Wages~
<b>SERVICE</b> <i>Health and Welfare</i> Hôpital Ste. Justine, Montreal, Que.	Service Employees' Fed- eration (CNTU)	235	2,600	5,290	Oct. 16 Nov. 16	Shortage of staff, increased work load, wages~Study of nursing standards by Pro- vincial Government Council.

Figures in parentheses indicate the number of workers indirectly affected.



## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE THIRD QUARTER OF 1963**

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....													
Struck by:													
(a) tools, machinery, cranes, etc.....	1				1	2	1	1					6
(b) moving vehicles.....				2		3	3				1		9
(c) other objects.....		14		8	5	11	3		1		3		45
Caught in, on or between machinery, vehicles, etc.....	17	4	1	4	6	7	6		2		1		48
Collisions, derailments, wrecks, etc.....	2		3	3	6	10	18	2	4		19		67
Falls and slips:													
(a) on same level.....					2	2					1		5
(b) to different levels.....	1	2	4	3	14	13	6	2			7		52
Conflagrations, temperature extremes and explosions.....	1			3	1	2	1		3		2		13
Inhalation, absorptions, asphyxiation and industrial diseases.....				7		1							8
Electric current.....	4				5	6	1	7			1		24
Over-exertion.....						1					1		2
Miscellaneous accidents.....					2						1		3
Total.....	26	20	8	30	42	58	39	12	10		37		282*

\*Of this total, 174 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 108 were obtained from the other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—INDUSTRIAL FATALITIES, BY INDUSTRY AND PROVINCE, DURING THE THIRD QUARTER OF 1963**

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture.....				3		16	1		3	3		26
Logging.....				1	4	6		1		5		20
Fishing and Trapping.....			1	2						8		8
Mining and Quarrying.....			1	1	2	9	2		7	7	1	30
Manufacturing.....			4		7	15	1		3	12		42
Construction.....	1		1	2	6	26	3	3	4	12		58
Transportation, Storage and Communication.....	1		5	1	4	14	1	2	1	10		39
Public Utilities.....			2		1	5	1	1	1	1		12
Trade.....					2	5			2	1		10
Finance.....												
Service.....				1	2	18	1	2	2	7	4	37
Unclassified.....												
Total.....	2		10	15	28	114	10	9	23	66	5	282*

\*See footnote to Table H-1.

## Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicant's highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

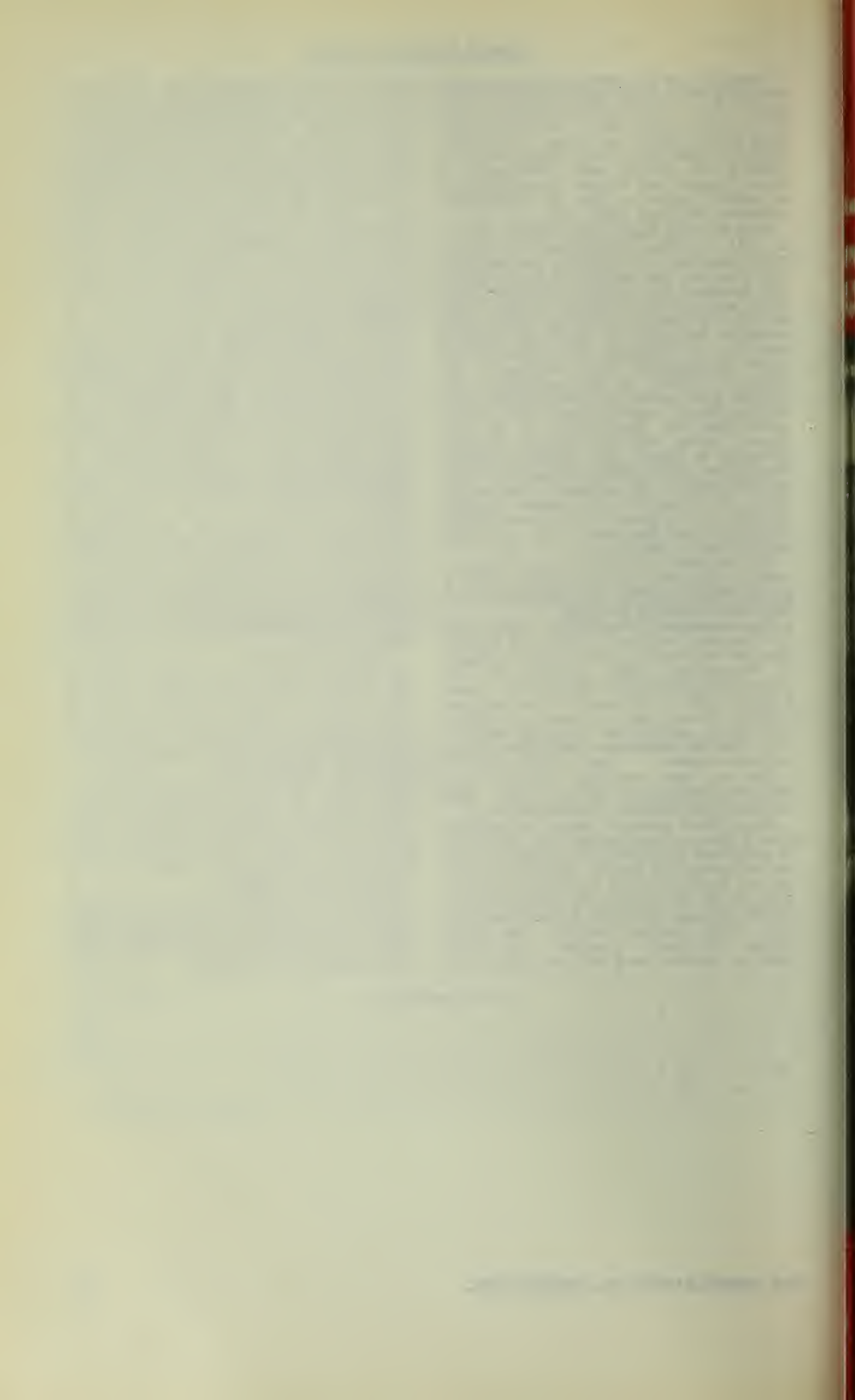
One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month*. Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices

but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported*. In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfer-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.







THE

# ABOUT AZETTE



AUTOMATION (page 99)

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(Continued on page three of cover)



# THE LABOUR GAZETTE

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## Small Business Management Training

*Federal-provincial small business management training program, formerly under Department of Trade and Commerce, now part of Technical and Vocational Training Branch of Labour Department*

Courses conducted under the federal-provincial Small Business Management Training Program are having a beneficial effect on the operations of small businesses. This was illustrated at a conference last month in Ottawa of the administrators of Small Business Management Training from six provinces and one international trade association.

The meeting was called by the federal Department of Labour, and included representatives from British Columbia, Alberta, Saskatchewan, Ontario, Prince Edward Island and Nova Scotia.

It was shown that, as a result of federally supported business courses in local communities, many owners and operators of small businesses are changing their methods of keeping records, handling accounts receivable, keeping inventory, determining prices, interpreting financial statements, buying, budgeting, and conducting sales promotion and other business operations.

The courses, prepared by the Department of Labour and written by authorities in each aspect of small business management, include: retailing, management accounting, and marketing for small manufacturers. The courses have been organized in some 30 local communities by boards of trade, service clubs, businessmen's and trade associations, and have been attended by 1,000 owners of small businesses.

The program is administered provincially by Departments of Education, which arrange for instructors chosen from the ranks of business and professional men.

The meeting was told that the business community is giving the program a great deal of support. The provincial administrators reported a heavy demand for courses throughout their respective provinces. A number of companies are studying the program with a view to adapting it to the needs of their dealers, retail outlets and industrial salesmen.

Speaking at the opening of the meeting, Dr. C. R. Ford, Director, Technical and Vocational Training Branch, Department of Labour, stressed the necessity for management training, stating that the courses specifically designed for Canadian small business can be of great assistance to continuing economic growth in all parts of Canada.

Improved small business performance is a decided asset to the growth of Canada's economy at the rate necessary to provide a satisfactory level of employment and standard of living, he said.

Dr. Ford said that every survey and analysis of small business, both in North America and Europe, has established that managerial shortcomings outweigh all other reasons for small business failure and poor performance. He added that the conclusion must be drawn that management training will improve this situation.

The Small Business Management Training Program was formerly under the Department of Trade and Commerce. During December 1963, it was transferred to the Department of Labour, where it has become a division of the Technical and Vocational Training Branch.

D.S. Conger, who was formerly chief of the Management Training Division in the Department of Trade and Commerce, where the Small Business Branch was first established in 1958, is in charge of the program.

The program comes under the Technical and Vocational Training Assistance Act, and is eligible for financial support under Program 4 of the Technical and Vocational Training Agreement. The courses, which are given at the local community level, are sponsored by a local trade or business association, service club, board of education or other interested group.

A local sponsoring committee works with a provincial superintendent to select the required courses and then assumes responsibility for conducting and administering the courses. The courses now available for sponsorship are: Accounting for Owners, Bookkeeping for Owners of Small Businesses, Marketing for Manufacturers, and Retailing.

Interested sponsoring groups may write to the Department of Education in the provinces of British Columbia, Alberta, Ontario, Prince Edward Island and Nova Scotia, to get in touch with the provincial administrator or superintendent of small business management training. Further information is also available direct from the Small Business Management Training Division, Technical and Vocational Training Branch, Department of Labour, Ottawa.

## 50 Years Ago This Month

*Fourth annual convention of British Columbia Federation of Labour adopts resolution condemning "grossly biased attitude" of two judges in trials of striking Vancouver Island miners*

A resolution condemning the "grossly biased attitude on the bench" of a county court judge of the County of New Westminster and a judge of the British Columbia Supreme Court, in the trials of miners from Vancouver Island, was passed by the fourth annual convention of the British Columbia Federation of Labour, held in New Westminster on January 26 to 30, 1914.

The resolution referred to the judges' "browbeating of the counsel for the defence, [and] the unwarranted denunciation of the witnesses for the defence as liars and perjurers" during the trial. It provided for the setting up of a special committee "to confer with the solicitors for the defence with a view to preparing charges against one or both judges; and that the said charges be sent to the Hon. R. L. Borden, M.P., Prime Minister of Canada; Hon. C. J. Doherty, M.P., Minister of Justice; H. H. Stevens, M.P., and J. D. Taylor, M.P., with a request for the impeachment of the said judges."

The report of this convention in the LABOUR GAZETTE of February 1914 said that a large part of the President's report was "devoted to a review of the coal miners' strike on Vancouver Island and the efforts put forth on behalf of the miners in an endeavour to effect a settlement." The President's report severely criticized the provincial Government for sending militia and special constables into the strike district, and "the militia as an institution was condemned," the report said.

"Disappointment was expressed at the lack of co-operation between officials of Vancouver Trades and Labour Council and officials of the Federation in the protest entered by the latter body against the use of the militia in connection with the miners' strike."

The report of the convention continued: "In submitting the question of a 48-hour strike as a protest of organized labour against the treatment accorded the striking miners on Vancouver Island, the executive committee put the question as follows: 'If you are willing to lay down your tools and leave your employment for a period of 48 hours in order to make the most emphatic protest possible against the actions of the Government, you will say Yes; if, however,

you approve of the use of the militia in an attempt to defeat the workers, you will say No.' Of the 120 organizations asked to vote on this question, only 12 sent in returns, the votes cast being 670 in favour of strike and 270 against."

Among the other resolutions passed by the convention were some that:

—Favoured the absolute exclusion of all Asiatics from Canada; endorsed the movement to obtain equal suffrage for women; favoured legislation to secure minimum wage boards and an eight-hour day for female workers; declared that "neither the name nor the funds of the British Columbia Federation of Labour shall be used to promote the interests of any political party"; declared against military training in schools;

—Favoured the shortening of hours of labour in mines to six hours per day, bank to bank, and to seven hours per day for all other classes of labour in British Columbia, with a minimum wage of \$4 per day; favoured the abolition of private employment agencies; favoured the payment of wages at least fortnightly and in cash; favoured the expiry of all trade agreements with employers on May 1;

—Decided that no fraternal delegate would be sent to the next meeting of the Trades and Labour Congress of Canada; recommended that all affiliated unions should have a clause inserted in their constitutions prohibiting members from belonging to any military organization; and favoured the expulsion of all Asiatics from the mines, and urged that further restrictions be placed on their employment.

### CPR Financial Statement

The value of the assets of the Canadian Pacific Railway, according to a special valuation just completed by officials of the company, was \$846,000,000, this journal reported. These assets included "lands, mileage, stations, rolling stocks, steamships and all property owned by the company."

The railway itself was valued at \$452,320,780, and the 70 vessels of its steamship fleet at \$23,049,283. The company owned 2,052 locomotives.

The company's total income for the year ended June 1, 1913 was \$139,395,000, with operating expenses of \$95,145,875.



### Government Planning Labour Standards Legislation

Revised labour standards for industries coming under federal jurisdiction were part of the new legislation involving his Department that the Government had in mind for 1964, Hon. Allan MacEachen, Minister of Labour, told the Windsor Chamber of Commerce last month.

There was already legislation providing for minimum standards regarding wages, hours, holidays and vacations in most provinces, but there was an important gap here to be filled, Mr. MacEachen said.

#### Safety Legislation

The Government was considering legislation on occupational safety. There was at present no federal legislation directed toward the prevention of accidents in the course of employment and the elimination of industrial dangers to health in the various works, undertakings and businesses within federal jurisdiction.

The purpose of the proposed law, the Minister said, was to require the institution

of measures to protect the health and safety of employees with respect to matters that did not already come within the province of other federal departments.

#### Unemployment

After referring to the steps the Government had taken in 1963 to reduce unemployment or alleviate its effects, Mr. MacEachen said that further action was being considered for 1964 to improve existing machinery for dealing with unemployment. He alluded particularly to contemplated legislative changes to the Unemployment Insurance Act and the operation of the National Employment Service as a result of proposals made by the Gill Committee.

A careful review of these proposals, including those relating to changes in organization directed toward fuller co-ordination and integration of the work of the NES with that of the Department of Labour, had been under way for some time, the Minister said.

### Economic Council of Canada Meets, Announces First Project

Dr. John J. Deutsch, Chairman of the new Economic Council of Canada and former Vice-Principal of Queen's University, last month stated that the first project of the Council is to produce a report on Canada's medium- to long-term prospects and problems. The report is to be completed by the end of the year.

Dr. Deutsch also announced that the nucleus of a research staff would be engaged almost immediately. Its task will be to initiate the studies that will form the basis for the long-range economic survey to be prepared by the 28-member Council (L.G., Jan., p. 4).

#### Executive Committee

An initial meeting of the Council approved the formation of an executive committee composed of: Dr. Deutsch; J. L. E. Couillard and Arthur J. R. Smith, the two permanent Directors of the Council; Roger Charbonneau, Director of the Ecole des Hautes Etudes Commerciales; Robert Fowler, President of the Private Planning Association of Canada; Claude Jodoin, President of the Canadian Labour Congress; and David Kirk, Secretary-Treasurer of the Canadian Federation of Agriculture. Mr. Couillard was also named Vice-Chairman of the Council.

The Council also established four standing committees to delve into economic growth, labour-management relations, productivity, problems of adjustment, and industrial research and technology.

#### Advice on Policies

Hon. Maurice Lamontagne, the then President of the Privy Council, responsible to Parliament for the Economic Council of Canada, in addressing the meeting said the Government intended to ask the Council from time to time "for specific advice on policies having long-range implications." He also pointed out there would be no attempt by the Government to influence the Council.

The Chairman emphasized that the Council was not intended to engage in economic planning that would be imposed on the various sectors of the country but to develop a consistent and logical set of policy recommendations that would promote the best performance of the economy.

Its goal is to seek a consensus among those responsible for making decisions in business, agriculture and government about the best way of promoting steady economic growth, he said.



## 29,000 Apply for House-Building Incentive in Plan's First Month

At the beginning of last month, the Department of Labour had received some 29,000 applications for the construction of winter-built houses under the Winter House Building Incentive Program (L.G., Oct. 1963, p. 862). As the program ends on March 31, by which date construction must be completed if the houses are to qualify for the \$500 incentive payment, the flow of applications had likely passed its peak by January 1.

A tabulation of the first 27,796 applications received showed that 190 were cancelled by the applicant and about 900 did not meet the required conditions regarding the amount of construction permitted before December 1, 1963.

Of the remaining 26,678 applications, Quebec and Ontario had produced the most, with more than 8,000 each. Alberta was third, with 3,627 applications. Figures for other provinces were: Newfoundland 180, Prince Edward Island 49, Nova Scotia 336, New Brunswick 233, Manitoba 1,288, Saskatchewan 1,156, British Columbia 2,678, and Yukon and Northwest Territories 31.

The 26,678 applications covered 2,433 duplexes, 184 triplexes, 539 four-unit buildings, and 23,522 single houses. Seventy per cent are being built with National Housing Act financing.

It is estimated that construction under the applications approved up to the beginning of the year will require 95,000 workers on the construction sites during the four winter months, and another 115,000 workers in the industries that manufacture, transport and sell building materials.

## Winter Works Incentive Program Surpassing Last Year's

By January 24, federal government contributions under the 1963-64 Municipal Winter Works Incentive Program were higher than in the comparable period of the previous season, although the number of applications received was lower. The consolidation of applications by participating municipalities accounts for the higher contributions on a lower number of applications.

And both the estimated cost of projects during the period of the program and the estimated number of men to be hired reached new records by January 24.

The estimated federal government share of direct payroll costs for the 1963-64 program had reached \$42,477,000, compared

with a cumulative total of \$35,811,000 for the comparable week last year.

Applications received in the 1963-64 program were 5,678; in the 1962-63 program at this date they numbered 5,917. Applications accepted numbered 5,608 and 5,853, respectively.

Participating local authorities totalled 2,400 for the 1963-64 period ended January 24, compared with 2,293 for the similar 1962-63 period.

In the week ended January 24 this year, the estimated cost of projects during the period of the program reached 233,300,000, and the estimated direct payroll cost, \$80,530,000. The estimated number of men to be hired during the period of the program was placed at 126,013 and the number of man-days of work at 5,564,246.

## U.S. Teamsters Win Agreement On First Nation-Wide Contract

The International Brotherhood of Teamsters and the United States trucking industry last month reached agreement on a nation-wide contract, their first national labour contract.

The contract encompasses more than 400,000 Teamster members and 400 locals in a single bargaining unit, and involves some 16,000 local and long-distance trucking companies. Only negotiations in the U.S. steel industry, which usually affect some 500,000 workers, cover a greater number of workers.

Among main provisions of the three-year contract, expiring March 31, 1967, are:

—An increase of 28 cents an hour in three annual stages.

—An increase of \$3.00 in weekly payments to the medical-care fund, spread over the three-year period.

—An increase in the weekly pension fund payments, of \$1.00 on February 1, 1964 and \$1.00 on February 1, 1966.

—Four weeks vacation after 16 instead of 18 years of service.

—An additional 1-cent-an-hour increase on February 1, 1965 for employees earning less than \$3.13 an hour.

—A two-year "moratorium" on the annual cost-of-living pay increases (in recent years averaging 3 cents a year).

## CNTU Appoints Vice-President

The executive of the Confederation of National Trade Unions has appointed Jean-Noel Godin a Vice-President to succeed René Gosselin, who has been named a member of the Quebec Labour Relations Board. Since June 1959, Mr. Godin had been president of the National Federation of Clothing Workers.

## Labour Attache in Belgium Returns, Heads International Affairs Branch

A. J. L. Mainwaring, formerly Canadian Labour Attache at Brussels, Belgium, last month became Director of the International Labour Affairs Branch of the Department of Labour, which was formerly the International Labour Organization Branch. He succeeds Paul Goulet, who is on retirement leave.

Dr. R. M. Adams, formerly Head of the Labour-Management Division, Economics and Research Branch, has taken Mr. Mainwaring's place in Brussels.

Mr. Mainwaring was associated with the ILO on numerous occasions; he had attended seven sessions of the International Labour Conference by the time he was posted to Brussels in November 1958, and had represented Canada at other ILO meetings in North America and Europe.

Before his assignment to Brussels, Mr. Mainwaring was Head of the Labour-Management Division, Economics and Research Branch, and before that, Assistant Editor of the *LABOUR GAZETTE*. He had joined the Department in 1942.

Dr. Robert McDonald Adams has been associated with the Economics and Research Branch since 1958, and has been chief of the Labour-Management Division of the Branch since 1960.



John Mainwaring

## Demand Continues Strong For University Graduates

University graduates continue to be in strong demand in Canada, although the number of students graduating increased by 17 per cent—from about 26,500 to 31,000—between 1962 and 1963. In 1964, it is expected that the total number of those receiving degrees—Bachelor, Master or Doctorate—will approach the 37,000 mark.

Starting salaries are also continuing their upward trend.

These and additional data, together with descriptions of job prospects for graduates of the various courses, are given in *Supply and Demand—University Graduates 1963-64*, published last month by the Executive and Professional Division of the National Employment Service.

Graduating classes may be expected to become larger in the coming years as the enrolments at Canadian universities and colleges continue to increase rapidly, the booklet points out. Full-time enrolment reached 141,388 students in 1962-63, representing an increase of about 10 per cent over the previous year. If the same rate of increase continues in 1963-64, then some 156,000 full-time students will be studying at institutions of higher learning throughout the country.

Estimated monthly starting salaries offered to the 1963 graduates are based largely on rates paid by the larger national employers. For Bachelors, they range from \$345 to \$470; Masters, \$451 to \$490; and Doctors, \$658 to \$700 (figures for the latter two categories are not complete).

Increases in starting salaries apply to nearly all courses, and range from 5 per cent for graduates in economics and political science to 10 per cent for graduates in mathematics. In the engineering profession, salaries are from 1.5 to 3.5 per cent higher than in the previous year, metallurgical engineering showing the largest increase.

On the demand side, the booklet includes the following estimates:

—About 9 per cent more social scientists will be needed in 1964; universities and colleges will require 13 per cent more.

—Some 7.8 per cent more economists will be required in 1964, with universities needing the largest number.

—Each year there are potential openings for 1,500 agricultural science graduates but new graduates total less than half that number.

—There is a particular demand for high school specialists in mathematics, science, home economics and commercial work.

—Demand for engineers continues to be strong in industry, government and universities.



# AUTOMATION

*Employer speaker at AFL-CIO convention says automation "our greatest domestic problem" and calls for total preoccupation of all—industry, labour and government—with ways to solve it*

"I am convinced that as a result of automation, as a result of our new relationship to machines, the relationship of the worker to both management and his union will also have to change.

"I am convinced that because the problem is so enormous, we have entered into an era in which we must court totally new ideas and totally new ways of approaching our problems—ideas and techniques that will be far removed from any approaches we have known before.

"All such ideas should get fair hearings, no matter how outlandish they may seem. Our very salvation, in my opinion, depends on innovation—innovation and the co-operative will of us all."

These words were spoken by an employer, John I. Snyder, Jr., President and Chairman of the Board of U.S. Industries, Inc., at the 5th biennial convention of the AFL-CIO. Mr. Snyder is co-chairman with A. J. Hayes, President of the International Association of Machinists, of the American Foundation on Automation and Employment, his company produces automation machines and the subject of his address was "Automation."

Automation is "our greatest domestic problem," he said. "We need to become totally preoccupied with this problem—all of us in industry, labour and government—if we intend to solve it.

"It seems to me there is no question that we have already entered upon a time which requires a far greater degree of whole-hearted co-operation between labour, management and government than mankind has ever known before." He said the Automation Foundation was a sign pointing in that direction, a sign that such co-operation was possible.

Mr. Snyder began by saying that he did not agree that automation was an evil. (In his presidential address to the convention, George Meany had said that automation was a curse to society.)

I believe automation is necessary for this nation today if we are to produce and sell goods in the face of world competition, and that ultimately it can do greater good for mankind, relieving man of much drudgery he has had to perform before.

I also believe, however, it is in the best interests of all businessmen to work hard to solve the very real and immediate human problems that automation is creating.

There is no question that automation is displacing workers, Mr. Snyder said. But there is some question about the rate at which machines are taking jobs away from men. Here he found fault with the conclusion reached by the President's Council of Economic Advisers that unemployment in the industries most affected by automation was less than projections of early figures had indicated (L.G., Dec. 1963, p. 1071).

The formula used in the Automation Foundation—the over-all employment figure multiplied by the rate of increase of output per man-hour—showed that in the United States in 1962 more than 2½ million jobs were lost to automation. "That would be 51,000 jobs a week. To allow for a margin of error, we have maintained that automation has been a major factor causing the loss of jobs at the rate of 40,000 a week."

There was nothing sacred or exact about that figure, Mr. Snyder continued. But what he did regard as sacred was the necessity to face up to two "hard and brutal" truths: automation is here to stay, and automation is putting and for a long time to come will continue to put a lot of people out of work.

And these people include both blue-collar and white-collar workers: book-keepers, clerk statisticians, and accountants who are rapidly being replaced by "sophisticated electronic brains."

Yet the country as a whole remains singularly unaroused and I can't help but wonder why. Is it because today we have so many benefits that we did not have back in the Thirties—social security, welfare, unemployment compensations, and all the other desirable, necessary, and good benefits which we fought so hard to win? Is it because the unemployed aren't organized or represented by any spokesmen? The unemployed would make a pretty big union.

Mr. Snyder said he was angry about the emergence of a whole series of delusions that are widely accepted and have "a deep tranquilizing effect on many men and women who otherwise might help solve the human problems automation is creating." These delusions must be exposed as the fallacies they are, he said.

Fallacy No. 1 was that automation really is not going to eliminate many jobs. "Automation is indeed eliminating jobs," he said. Detroit is the centre of automation and is also one of the country's largest and most critical unemployment areas. He cited



figures from a June 1963 survey that showed that employment in companies, in various industries, had dropped at least 5 per cent and at most 43 per cent; but in almost all of the companies, productivity was up.

In addition, automation has displaced people through "silent firings," which Mr. Snyder defined as workers who without automation would eventually have been hired for specific tasks that are now automated.

There are also those workers who lose their jobs through vertical integration due to automation, as in the case of a company which formerly supplied a third of Ford's body parts. When Ford automated its stamping plants, no Ford employees were displaced, but 5,000 employees of the body company were obliterated from the payroll.

Fallacy No. 2 was that automation will create jobs, not only in the running of machines but also in the building and maintenance of them. But experience has shown that after the initial "debugging" of automated machines, they require very little maintenance; if this weren't so it wouldn't make economic sense to automate. And if the same number of workers replaced by automation were needed to build the machines, there would be no point in automating.

Fallacy No. 3 was that all the people who lose their jobs to machines can be rapidly retrained and placed immediately in other jobs requiring higher skills. "Most of our experience so far refutes this claim," he said "Unfortunately, many of our workers appear to be simply not retrainable by present techniques.

"You cannot force people into retraining, and after you retrain them you can't manufacture jobs out of thin air. We have not yet discovered a satisfactory system for retraining and re-employing a significant number of workers."

Here Mr. Snyder touched on another barrier to retraining. In the face of an "appalling" lack of teachers, we can't provide retraining by using traditional training

methods; yet we cannot use modern machine teaching techniques unless people accept them.

Fallacy No. 4 related to the Negro. The key issue in the Negro protest movement was jobs, and automation has played a role in aggravating this problem. There was a relationship between the "Second Industrial Revolution" and the "Second American Revolution."

These "Four Fallacies of Automation" were serving as "deep sedation for those who either cannot or will not come forward to grapple with the human problems caused by automation.

"It is much easier to look for proof that these problems do not exist than to admit their existence and move ahead toward a solution."

What are the solutions? Is tax reduction a solution? Will collective bargaining provide a solution? Will the shorter work week be the solution to the problems of automation?

Mr. Snyder was of the opinion that a tax cut can be a partial solution—"if it creates enough purchasing power to stimulate enough additional production to stimulate additional employment."

He did not believe that collective bargaining can help solve the human problems created by automation but he did believe that the collective bargaining process will prove invaluable if it is employed with the kind of wisdom and vision that resulted in the Kaiser steel agreement (see page 101).

The shorter work week, he believed, had merit as a solution "in the absence of other solutions, and only because of some long-term benefits that it may produce." He explained: a shorter work week means more leisure time, more leisure time requires means of constructively using it, constructive use of leisure time will require new leisure-time industries, and new leisure-time industries mean more total jobs.

It was here that Mr. Snyder appealed for the total preoccupation of industry, labour and government with the problem of automation.

## Shorter Work Week No Cure for Unemployment—Cornell

A shorter work week with the same weekly pay will not necessarily mean more jobs, according to a study carried on at Cornell University.

Labour leaders are asking for a shorter work week because they believe that it will solve, at least partially, the problem of unemployment, explains Marcia L. Greenbaum, a former research assistant in

Cornell's New York State School of Industrial and Labor Relations.

Union leaders, she says, are convinced that automation is a major cause of unemployment and that a shorter work week is needed to spread a decreasing amount of available work among an increasing number of workers.

But both management and government argue that reduction in working hours without a reduction in pay is more likely to destroy jobs than to create new ones. Union demands for the maintenance of take-home pay is the equivalent of a large wage increase, and higher labour costs may discourage hiring, she points out in a bulletin, "The Shorter Workweek," issued by the School.

To maintain take-home pay will require a 14.3-per-cent wage increase, which will almost always mean an increase in the firm's labour costs, says Miss Greenbaum. If a firm is in such a highly competitive industry that it cannot raise its prices, management may attempt to offset a wage increase, economists believe, by reducing the number of workers or by increasing the productivity of the present workers, she maintains. On the other hand, if the firm increases prices, lower sales and less production may result.

In neither case, says Miss Greenbaum, does the employer have any incentive to hire more workers. In addition, some marginal firms might be pushed completely out of existence.

Management and government officials also contend the shorter work-week with the same pay will probably mean a drop in living standards. The 14.3-per-cent wage increase is almost five times more than the normal annual productivity increases of 3 per cent. Productivity would have to increase as much as wages increase to prevent inflation, explains Miss Greenbaum. The workers' real wages would be less since rising prices would mean higher living costs.

Union leaders hope also to induce employers to hire more workers when they need additional help by demanding double-

time instead of time-and-a-half for overtime work. In particular, says Miss Greenbaum, unions would like to see the 35-hour week lead to an extra shift of workers in many plants now working a single 40-hour shift. Miss Greenbaum thinks, however, that demand for the employer's product would have to increase substantially to make two shifts profitable.

Employers' increased costs from a shorter work week could eventually be met by increased productivity and increased labour efficiency, but not all at once. "With an annual productivity gain of 2 to 3 per cent predicted for the next few years, it is unlikely that this rise can offset in one fell swoop the 14.3-per-cent initial wage increase and possible additional costs from overtime payments or extra shift arrangements," Miss Greenbaum says.

Some side effects of a shorter work week might be an increase in "moonlighting" and an increase in the labour force of "secondary workers" such as housewives and retired workers.

There are other ways of decreasing hours of work, such as longer weekends, longer vacations and earlier retirement ages. Miss Greenbaum also mentions the sabbatic leaves that are being introduced for older workers. And the working life of younger people is being shortened by longer vocational training and other education, which postpone their entrance into the labour force.

In the future, the standard 40-hour work week is likely to disappear, concludes Miss Greenbaum. But she believes that the reduction in working hours will occur more gradually than many labour leaders might prefer and in far less dramatic forms than the sudden leap to a 35- or 32-hour week.

## The Long-Range Sharing Plan of Kaiser Steel, United Steelworkers

*Employment-stabilizing sharing plan agreed to by Kaiser Steel and United Steelworkers set a precedent for entire industry*

When the Kaiser Steel Corporation in the United States signed its employment-stabilizing Long-Range Sharing Plan with the United Steelworkers of America (L.G., Jan. 1963, p. 6), it set a precedent for the entire industry.

Details of the plan, which came into effect on March 1, 1963, were explained during the Staff Training Conference of District 6, United Steelworkers of America, held in Niagara Falls, Ont., on November 24-29, by Marvin J. Miller, Assistant to the Presi-

dent of the USW. Mr. Miller is co-ordinator of the Human Relations Committee established under the United States steel industry agreements with the USW in January 1960 and is one of the three union representatives on the tripartite USW-Kaiser Steel Long-Range Committee, which developed the plan now in effect at the company.

The basic objective of the Long-Range Sharing Plan entered into by the Corporation and two Steelworkers locals is to pro-



vide employment protection against technological change.

Among major provisions of the Long-Range Sharing Plan are:

—Allocation of 32½ per cent of the monthly savings resulting from increased productivity or material savings to the more than 4,000 employees affected by the plan. Subtractions are made from this share, until a certain adjustment is reached, for a company-maintained Wage and Benefit Reserve.

—A guarantee of at least as much in wages and fringe benefits as employees of other steel companies.

—An employment guarantee, made effective through establishment of a plant-wide employment reserve.

—A displacement differential to be paid to any employee affected in his job classification by technological change.

—A "short-week" payment to employees scheduled for a work week of less than 40 hours (because of technological changes or new work methods) and who are available for 40 hours of work in a week.

—Incentive provisions of the collective bargaining agreement continued in effect, but the company will not establish new incentives, and terms of the plan in general are such as to facilitate the switch to the Long-Range Sharing Plan on the part of incentive employees.

—A minimum sharing guarantee, involving payments by the company into the employees' gross share, provided that the application of this feature does not cause the total actual labour and material and supply cost for the year in question, including the employees' share, to exceed standard costs of production.

—Grievance and arbitration provisions of the collective bargaining agreement between the company and the union remain in effect; grievances involving interpretation of the plan are referred to the Long-Range Committee, and if necessary, to the public members of this tripartite committee (which has public, union and company members) for final and binding arbitration. Unless changed or modified by the provisions of the plan, all existing agreements between the company and the union remain in effect.

—Annual review and revision of the plan by the company and the union are provided for, and are to be undertaken in the 90-day period prior to each anniversary date. The plan may be terminated by either party upon four months notice to the other party, which must be served within the 12 months following the fourth anniversary date of the plan, and each four years thereafter.

The terms of the plan also state that its provisions shall not be construed as requiring the company to hire new employees, and it reaffirms management's rights and responsibilities with respect to "such matters as sales policies, purchasing policies, research projects, management compensation, expansion of capacity and other similar areas."

### Long Range Sharing Plan

The groundwork for the Kaiser-USW Long-Range Sharing Plan was laid on October 26, 1959, when an agreement between the two parties provided for the establishment of a tripartite committee. This committee was to formulate "a long-range plan for equitable sharing in the company's progress." After more than two years of study and discussion, the committee developed a plan, which was accepted by David J. McDonald, President of the United Steelworkers of America, on behalf of the union, and by Edgar F. Kaiser, Chairman of the Board, Kaiser Steel Corporation, on behalf of the company.

### Employees' Share of Gains

A basic total of 32½ per cent of the monthly savings resulting from increased productivity or material savings—savings resulting from technological changes, improvements in labour performance, material and supply usage, and related factors—goes to the more than 4,000 employees affected by the plan.

Gains from these improvements are measured from the base point of the company's actual operations in the calendar year 1961, the standards and improvements in manufacturing costs being in terms of appropriately weighted manufacturing cost per finished ton of iron and steel produced.

Detailed rules are set out for the calculation of gains, and the extent to which capital expenditures are taken into account is defined. Capital expenditures for new processes or new equipment to increase capacity do not figure in the adjustment of the total dollar gains. Costs of certain additions and improvements for reducing product cost, however, are used in the adjustment, but such adjustments continue only until an amount equal to the capital expenditure itself has been prorated, and this class of adjustment is made only for the months in which the projected cost reductions are achieved. Maintenance jobs of \$300,000 or more are prorated over a 12-month period.

Lump sums paid out by the company to eliminate incentive plans and out-of-line differentials (see below) are translated monthly into a current labour cost.



The employees' gross share of the gains are regarded as consisting of two parts. The first part consists of 32.5 per cent of the total net dollar gains as calculated under terms described above. Graduated, monthly amounts are subtracted from this share for incorporation into a Wage and Benefit Reserve established as part of the plan. These subtractions started with one fifth of one per cent during the first month. From the Wage and Benefit Reserve there is subtracted each month the total increase in employment costs resulting from wage and benefit increases according to the guarantee provision of the plan (see below). There are certain exceptions to the subtractions from the Reserve.

The progression of the subtractions from the employees' gross share is adjusted in such a way and under specified terms such that, six months after the effective date of any increase in wages or benefits occasioned by industry adjustments, the net balance of the Wage and Benefit Reserve is zero.

The second part of the employees' gross share of gains involves lump sums paid by the company to eliminate incentive plans and out-of-line differentials.

The plan incorporates a detailed schedule for the distribution of gains under the 32.5-per-cent gross share, taking various group classifications into consideration (units electing to remain on incentive are excluded).

### **Employment Guarantee**

The plan incorporates an employment guarantee, which is made effective by setting up of a plant-wide employment reserve. This provision is designed to give protection against unemployment because of technological change and new or improved work methods. It also covers any other operational changes that do not result from a decrease in man-hour requirements because of a drop in finished steel production or a change in product or production requirements.

An employee who would normally be laid off as a result of basic changes as above is accepted into the plant-wide employment reserve. Any necessary layoffs are to be made through the employment reserve, the size of which and other conditions attached to it also being defined. There is an employment reserve for the production and maintenance employees and another for the clerical and technical employees.

### **Payment of Displacement Differential**

An employee whose job classification is affected by a technological change or new or improved work methods, in that he would otherwise be promoted under existing seniority arrangements to a higher job

classification, or an employee whose job classification is lowered because of such changes, receives a displacement differential. Such payment is not included in the calculation of incentive earnings.

Payment of the displacement differential to an employee ends after 52 weekly payments, or as follows: on the date when he fills a vacancy for a permanent job of a class equal to or higher than the one for which the differential was paid; and alternatively, on the date when the employee rejects or fails to accept promotion to a permanent job of a higher rating, and which he is able to fill. The maximum duration of any displacement differential is three years from the date the particular change was instituted. Other governing conditions are included.

### **Short Weeks Provision**

Employees who are scheduled for a work week of less than 40 hours and who are available for 40 hours of work in a week receive a "short-week" payment when they are employed for the shorter week as a result of technological changes or new work methods. The payments make up the difference. All such short-week payments are deducted from the total dollar gains as calculated under the sharing plan.

### **Status of Incentives**

Under the plan, all incentive provisions of the collective bargaining agreement between the USW and Kaiser Steel Corporation continue in effect, but the following provisions should be noted:

—No new incentives will be established by the company, nor will incentives be applied to employees not covered by such incentives on the date of the plan's becoming effective.

—Temporary incentives in effect before introduction of the plan are settled as permanent incentives by agreement of the parties or by final and binding arbitration after 60 days from the date of the plan's installation.

—Employees belonging to an incentive unit and who received incentive payments during the 13-week period immediately preceding a company offer made under an applicable clause of the plan can choose from various options, some involving lump-sum payments for elimination of an incentive plan and transfer to the Long-Range Sharing Plan. Employees on incentive may remain on that basis under prescribed conditions, and continuing incentive plans may be adjusted.

The amounts that would have been payable to former employees under elimination of an incentive by a lump-sum pay-

ment or a related choice, or to employees who came under adjusted incentives, are added to the employees' gross share.

#### **Payments under Minimum Guarantee**

A minimum guarantee concerning the employee's share is provided in the plan. It involves payments by the company into the first part of the employees gross share, with the provision that these payments do not cause the total actual labour and material and supply cost for the year in question, including the employee's share, to exceed standard costs of production.

Payments under this provision come into play when the total actual labour cost—including the employee's gross share—is a smaller percentage of total labour and material and supply cost than the percentage that standard labour cost was of the standard total cost.

The minimum guarantee clauses of the plan also continue in effect the provision in the Supplemental Memorandum of Agreement by the two parties, dated March 9, 1961, that states that any wage and benefit adjustments agreed to by the union and the basic steel producers shall be put into effect by the company. The total increase in employment costs resulting from this provision (with the exception of any industry wage or benefit increase effective within six months after the effective date of the plan), is subtracted from the Wage and Benefit Reserve for each month. If the Reserve is insufficient under these conditions, the company makes up the difference.

#### **Termination of Agreement**

The plan is subject to review and revision by the parties each year in the 90-day period preceding each anniversary date of the plan. Termination of the plan by either party is provided for, contingent upon four months notice to the other party, the notice to be served within the 12 months following the fourth anniversary date of the plan, and each four years thereafter.

In case notice of termination is given by either party, the plan provides that the parties jointly determine the provisions for

the period following the termination, giving consideration to guidelines provided in the plan. Failure of the parties to agree within 60 days calls for referral of the matter to the public members of the Long-range Committee. Following their review of the matter, the public members of the committee are authorized under the plan to take any one of a series of alternative steps, including mediation and recommendations to the parties.

If no subsequent agreement follows termination of the plan, a strike or lockout may be resorted to. And in case of termination, the entire amount in the Wage and Benefit Reserve is to be paid to the employees on the same basis as provided for under the plan.

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A new Kaiser Steel-USW pact broadens extended vacation plan coverage to include almost all of the company's hourly work force.

The basic steel contract, signed last year by other major steel producers (L.G., July 1963, p. 549), provides that the senior 50 per cent of hourly work forces receive a 13-week vacation with 13 weeks pay every five years. It also provides additional vacation benefits for all workers, depending on the money available in the vacation fund set up by the contract.

The new Kaiser agreement will give about 75 per cent of the company's hourly work force a 13-week vacation with 14 weeks pay every five years, and most of the remaining hourly employees a 7-week furlough with 8 weeks pay every five years.

The extended vacation plan will not affect Kaiser costs because such benefits are paid out of a fund provided by the Long-Range Sharing Plan that went into effect March 1. Nor will the new vacation plan have any effect on the bonuses paid to workers under the sharing plan, since money for this is already being funded under a schedule of deductions from the gross amount of the employees' share of cost savings. These deductions precede bonus payments.

## **First Director of U.S. Women's Bureau Dead at 91**

Miss Mary Anderson, Director of the Women's Bureau of the United States Department of Labor from its founding in 1920 until her retirement in 1944, died in Washington on January 29 at the age of 91.

Miss Anderson spent 18 years on a stitching machine in a Chicago shoe factory, during which time she became President of Local 94 of the Boot and Shoe Workers Union, and then became an organizer for the National Women's Trade Union League. In World War I, she was called to Washington to work with the Women in Industry Service of the National Defence. When the Service became the Women's Bureau in 1920, she was made its director.



# Labour Market Developments in 1963

*Business expansion shows no sign of slowing down. Last year, production, employment and incomes rose substantially, prices rose only modestly. Expansion continues to be broadly based*

The current business expansion, which started early in 1961, has already lasted longer than most of the postwar periods of expansion. But there is little evidence to indicate any slowdown within the next few months.

In fact, the recovery seems to have picked up some momentum during the latter part of the last year. The major indicators reveal a substantial strengthening during the final months from the brief hesitancy apparent earlier in 1963.

During the past year, the economy showed a strong advance. Production, employment and incomes rose substantially; prices showed a fairly modest increase. The expansion continued to be broadly based, with most industries and most parts of the country sharing in the improvement.

The most significant contribution to the increase in demand came from a sharp expansion in merchandise exports, higher outlays for fixed capital and increased consumer spending.

Merchandise exports in the first half of 1963 were \$226 million higher than in the corresponding period of the previous year. This increase, which amounted to better than 7 per cent, resulted in an export surplus of \$135 million on merchandise trade, compared with a \$52 million deficit during the same period in 1962.

Combined capital outlays on plant and machinery during the first half of 1963 averaged 3.5 per cent higher than in 1962. The increase in expenditures on machinery and equipment brought the annual rate in the second quarter to the highest value since the high investment level of 1957.

The upward trend in labour income seems to have had considerable influence on the buying mood of the average consumer. Retail sales have shown a strong advance. In the third quarter, they were running about 6 per cent ahead of the year before. Government spending on consumer goods and services was moderately higher in 1963 than in 1962. Housebuilding was an additional source of strength: housing starts in 1963 were 16 per cent higher than in 1962.

But there are still a number of problems to be solved. Unemployment is still high, despite the very considerable decrease that occurred during the past year. In addition, soft spots in particular industries and in particular areas require special attention.

In December, employment was 268,000 higher, and unemployment 68,000 lower than a year earlier. In September and October the seasonally adjusted unemployment rate was 5.3 per cent, the lowest since early in 1957.

The sharp fluctuations in seasonal activity continue to be one of the largest single causes of unemployment in Canada. As part of a program aimed at reducing this kind of unemployment, the Government has taken certain measures with respect to particular industries. The construction industry, which accounts for a major part of seasonal unemployment, has been given particular attention.

The Municipal Winter Works Incentive Program has been expanded and changed in several ways. This program has been broadened progressively since it was introduced in the winter of 1958-59, so that winter employment provided through the program has expanded steadily. This year, the ceiling on federal incentives for buildings and municipal renovations was raised from \$50 thousand to \$100 thousand in order that municipalities could plan the inclusion of larger buildings in their winter work plans.

A new incentive has been added to provide further stimulus to construction in 45 areas of high winter unemployment and 35 areas of heavy long-term unemployment. The federal payments for approved projects in these areas have been raised from 50 to 60 per cent of payroll costs.

To promote a higher level of residential construction, a new incentive has been tried this year: a direct payment of \$500 to the first purchaser or owner of a house which is substantially built during the months December to March. This incentive has had a substantial impact on housebuilding employment this winter: housing starts in December in urban centres of 5,000 population and over were 109.9 per cent more than starts in December 1962.

In addition to action to reduce unemployment during the winter months, a program has been established to attract new industrial facilities to areas of slow growth and chronic unemployment. Under this program, firms establishing new enterprises in 35 designated areas will be allowed a "tax holiday" for three years, and may thereafter claim accelerated depreciation for income tax purposes.

In many parts of eastern Canada, unemployment has been a more persistent and more serious problem than in other parts of the country. The Atlantic Provinces Development Board has been established to strengthen these provinces and a fund has been provided to promote capital investment.

The Government intends to increase its support to the training of unemployed workers. In order to provide further encouragement to the training of unemployed workers, the Government proposes to increase its contribution to the provinces from 70 to 90 per cent of the provincial training allowance. This additional contribution will allow the provinces to release more funds for additional programs.

Action has also been taken to reduce unemployment among older workers. The Older Workers Incentive Program is an experiment to see whether the payment of part of wages will encourage employers to hire and train workers over 45 years of age who have been unemployed for six months or more.

### **Wages and Working Conditions**

In August 1963, average weekly wages and salaries of non-farm workers in Canada was \$83.28, an increase of \$2.48, or 3.0 per cent, over August 1962. This increase represented a rise in real wages and salaries of more than 1 per cent over the twelve-month period.

All major industrial groups in the economy shared in the increase of weekly wages and salaries achieved between August 1962 and August 1963. Earnings in manufacturing, construction, public utilities, mining, forestry, and transportation, storage and communication showed a greater rate of increase than the over-all industrial averages. The ranking of industries by average weekly wages and salaries was unchanged from 1962. As in the previous year, the largest relative increase in weekly income was in the Atlantic region. British Columbia continued to enjoy the highest average income.

Over the past decade or so, Canadian industry has reduced the work-year by reducing the standard work week and by extending annual paid statutory holidays and vacations. A survey of working conditions in Canadian manufacturing industries shows that last year, 75 per cent of plant workers were employed in establishments with a standard work week of 40 hours or less, compared with 25 per cent in 1949.

Over the same period, at least two weeks of vacation has become practically universal.

In addition, the proportion of plant workers granted three weeks annual paid vacation after varying years of service increased to seven out of ten plant workers from the 1949 level of three out of ten. A further change in the pattern of paid vacations has been the steady increase in the number of long-service employees entitled to a fourth week—40 per cent in 1963 contrasted with only 4 per cent a decade ago.

In the past ten years, the proportion of plant workers entitled to eight or more statutory holidays annually has increased from 50 per cent to nearly 75 per cent.

### **Industrial Relations**

Collective agreements covering hundreds of thousands of workers were concluded without work stoppage during 1963. In the first nine months of the year, the proportion of working time lost through industrial disputes amounted to less than one tenth of one per cent.

The most extensive strikes were in the construction industry in Ontario, manufacturing in Quebec and in the fishing industry in British Columbia. A strike involving construction workers in the Toronto area resulted in an employment loss of 63,000 man days.

One of the more discouraging situations that had to be faced during the year concerned the actions of the Seafarers' International Union. In order to put an end to the harassment to maritime shipping, the Government accepted the recommendations of the Norris Industrial Inquiry Commission and, after approval by Parliament of the necessary legislation, imposed a temporary Government trusteeship over maritime transportation unions.

During the first half of 1963, nearly 150,000 workers across Canada were affected by 116 major collective agreements negotiated in all industrial sectors except construction. A major collective agreement is one that covers 500 or more employees.

The duration of these major agreements ranged from one to three years; 27 were effective for a one-year term, 69 for two years, 16 for three years, and the rest for various other periods within the range.

More than half of the one-year contracts provide wage increases of 3 to 6 cents an hour on labour rates. Nearly half of the two-year contracts gave increases of 7 to 13 cents a year. Eight of the three-year agreements granted wage increases totalling 10 to 13 cents an hour over the life of the agreement.

—*Employment and Labour Market Division,  
Economics and Research Branch.*



# ILO Reports on World Labour Situation in 1963

The world labour situation in 1963 followed the pattern of previous years: continued improvement in industrialized countries, a generally stagnant situation in the developing countries. Such is the picture that emerges from the statistical data gathered by the International Labour Office and released last month.

In the industrialized countries, employment is rising and unemployment (except in a few cases) is diminishing, weekly hours of work are going down, and money wage increases generally exceed rises in consumer prices, despite the fact that prices have been increasing, in most cases at an accelerating rate.

Figures relating to the developing countries are spotty. Nevertheless, the available data show that the workers in these countries continue to suffer from widespread unemployment and underemployment, often accompanied by price increases reaching as high as 40, 80 or even over 100 per cent. The gap between the situation of workers in industrialized and developing countries is thus widening.

The total number of employed persons reached new record levels in 1963 in almost all of the industrialized countries. In several countries, however, the rate of increase was somewhat slower than in 1962. In the industrialized countries, workers in agriculture and in mining continued to move into other industries.

Unemployment, as in previous years, was unevenly spread in the world. As a result of favourable conditions, it has fallen in a number of countries (most of the industrialized countries of Europe and Japan) virtually to a rock-bottom level. In fact, many European countries have had a shortage of manpower. Scattered and incomplete data from the developing countries indicate that unemployment and especially underemployment remained very high, largely as a result of the increasing population.

The rise in consumer prices was slightly more rapid in 1963 than in the previous year in most of the countries surveyed; but in one country out of five the rise slackened.

Money wages increased in virtually all the countries for which data were available.

## Employment and Unemployment, January

An estimated 6,231,000 persons were employed in January. The decrease of 197,000 during the month was about in line with seasonal expectations.

Unemployment increased seasonally by 120,000 between December and January, to 466,000. The labour force declined by 77,000 to 6,697,000, mainly as the result of withdrawal of seasonal workers.

Unemployment in January represented 7.0 per cent of the labour force, compared with 8.3 per cent in January 1963 and 8.5 per cent in January 1962. In December the unemployment rate was 5.1 per cent.

Seasonally adjusted, the January unemployment rate was 4.9 per cent, unchanged from December.

Employment in January was up by 275,000, or 4.6 per cent, from a year earlier, and unemployment was down 75,000. The labour force was 200,000 higher than in January 1963.

**Employment**—The employment decline between December and January stemmed mainly from seasonal reductions in outdoor activities and the release of temporary help hired for the Christmas season. In non-farm industries, employment showed a net decrease of 189,000, which was about average for the period. The decline in farm employment was the smallest in several years.

Compared with a year earlier, non-farm employment was up 240,000. The largest increases occurred in service, manufacturing and trade. Agricultural employment was 35,000 higher than in January 1963.

During the fall and early winter months, the number of employed men decreased less than usual, reflecting the strength of the goods-producing industries, particularly manufacturing, forestry and residential construction. In January 1964, an estimated 4,416,000 men were employed, some 143,000, or 3.3 per cent, more than a year earlier. This compared with an average annual rate of increase of 1.4 per cent during the past five years. Employment of women continued at a high level.

Employment was up considerably from the previous year in all regions except the Atlantic, where it was virtually unchanged. The increases ranged from 4.4 per cent in Ontario to 6.7 per cent in British Columbia.

# Manpower Situation, Fourth Quarter, 1963

The last half of 1963 was a period of continuing economic expansion in Canada, during which industrial output, employment and incomes advanced to record levels. The improvement surpassed earlier expectations.

For a brief period early in the summer, the pace of business activity showed signs of slowing down: many key sectors of the economy experienced little or no advance for several months. In the last half of the year, however, the expansion became more broadly based. As a result, the momentum picked up considerably, especially in the final quarter of 1963. Moreover, most of the key business sectors which tend to foreshadow coming events showed a concerted rise. Thus, at the start of the new year, prospects for the months ahead were generally bright.

Productive activity has been rising steadily during recent months. Between August and October, the seasonally adjusted index of industrial production increased by 2.5 per cent. Production increases were recorded in almost all parts of manufacturing; especially large gains took place in some of the durable goods industries.

Data on new orders and unfilled orders indicate that the high level of activity in manufacturing will be sustained. Unfilled orders have risen steadily since August (discounting seasonal factors), climbing to \$2.4 billion in October. The October total of unfilled orders—up 9 per cent from January 1963—was the highest in almost six years.

Increased consumer expenditures on goods and services provided a strong expansionary influence during 1963. Supported by a strong demand for automobiles and other durables, retail sales in the first 11 months of the year were 4.9 per cent higher than in the corresponding period in 1963; in the July-November period, the increase over the year was 6.1 per cent.

Although quantitatively less important than consumer expenditures, exports, government spending, and investment on machinery and equipment increased substantially over the year. Merchandise exports in the first 11 months of 1963 were 8.4 per cent higher than in the corresponding period in 1962.

The upward trend in consumer spending has been reinforced by rising incomes. Between January and October, labour in-

come increased by 4.6 per cent, after seasonal adjustment. All provinces and all major industries shared in the increase in labour income.

Employment declined less than seasonally during the last quarter of 1963. This was the second consecutive quarter in which there was a noticeable improvement, the combined increase for the two quarters being 3.0 per cent, after seasonal adjustment.

The average length of the work week in manufacturing was 40.9 hours in October compared with 40.5 hours in July, which was the low point for the year. Average weekly hours declined steadily between April and July, after which they began to increase again. Average hourly earnings, at \$1.97 in October, were at an all-time high. The increase since the beginning of 1963 was 6 cents an hour.

Unemployment increased less than seasonally between the third and fourth quarters of 1962. Rising by 34,000, the increase was only about half the average for the period during the past five years. The seasonally adjusted unemployment rate declined steadily during the last half of the year, from 6.0 per cent in July to 4.9 per cent in December. At year-end, the unemployment rate was at its lowest since the summer of 1957.

## Employment

Employment in the fourth quarter of 1963 averaged higher by 248,000, or 4.0 per cent, than in the corresponding period in 1962. Almost all of the increase was in non-farm industries. The largest gains occurred in service and manufacturing, which together accounted for about three-quarters of the total advance. Smaller gains took place in trade, forestry and construction. In the remaining industries, employment levels were much the same as the year before.

During the second half of 1963, total employment, seasonally adjusted, increased by 3.0 per cent, which represents some 189,000 new jobs. This was a substantially higher rate of advance than in the first six months. The improvement was widespread; most of the major industrial divisions outside of agriculture showed gains. By contrast, in the earlier part of the year, the employment expansion was largely confined to the service industry.

The remarkably strong performance of the economy during the second half of

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The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.



1963 can be attributed, in large part, to the resurgence of activity in manufacturing. Employment gains in manufacturing were generally larger and more widespread than in any similar period of the current business upturn. Between June and November, total manufacturing employment increased by 2.0 per cent. The seasonally adjusted employment index in November climbed to 118.0. This was 10.1 per cent above the trough of the last business cycle and established a new peak, breaking the previous record established in 1956.

The durable goods sector of manufacturing has been a major expansionary force during recent months. Between June and November, employment in this component increased by 3.3 per cent, after allowing for seasonal factors. The automotive industry continued to be the pace-setter. At the end of November, motor vehicle employment was 16.4 per cent higher than the year before and 26.0 per cent higher than two years ago. Motor vehicle parts and accessories registered a similarly large advance. During the latter part of the year, activity in this industry was at an all-time high.

Other durable goods industries that figured prominently in the business upturn during the past year were iron and steel, aircraft and parts and wood products. Activity in the electrical apparatus and supplies industries remained fairly stable during the first half of 1963, after expanding at an unusually rapid pace during 1961 and 1962. More recently, this industry has resumed an upward trend, and recorded an employment gain of 1.3 per cent between July and November. Except for shipbuilding, which registered a slight decrease, employment levels increased over the year in all of the durable goods industries.

Responding to the upward trend in orders from such important steel consuming industries as building construction and the automotive industry, output and employment expanded noticeably in almost all branches of iron and steel products. Canadian mills turned out 8 million tons of steel ingots in 1963, an increase of 14.2 per cent from the previous year.

To an increasing extent, Canadian producers were supplying the domestic market. At the same time, there has been a strong advance in exports. In the first eleven months of 1963, exports of iron and steel products were more than one-fifth higher, in value, than in the corresponding period in 1962. The largest employment advance during the year was in primary iron and steel; in November, the employment index was 6.1 per cent higher than a year earlier and 19.5 per cent above the cyclical low point, which was reached at the beginning of 1961.

In the non-durable goods sector, employment expanded during the second half of 1963 in the clothing and textile industries. Each of these registered a year-to-year employment advance of 5.0 per cent at the end of November. Elsewhere in this sector of manufacturing, employment levels showed little year-to-year change.

The service industry experienced a relatively slow rate of employment growth during the first half of 1963 but it has been a major expansionary force since then. In the final quarter of 1963, employment in the service industry averaged 108,000 higher than in the corresponding quarter of 1962. The largest gains were in community, and personal service.

### Unemployment

Unemployment declined noticeably during 1963, particularly during the last half of the year. The unemployment rate averaged 4.5 per cent in the fourth quarter of 1963, the lowest of any fourth quarter since 1956.

Between the fourth quarter of 1962 and the fourth quarter of 1963, the unemployment rate dropped from 6.0 per cent to 5.1 per cent for men and from 3.2 per cent to 2.9 per cent for women.

In December 1963, unemployment was estimated at 346,000, down 68,000 from the year before. Virtually all of the drop was among persons unemployed for more than one month, and more than four fifths of the decrease was among persons 25 to 64 years of age.

### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	January 1964	January 1963	January 1964	January 1963	January 1964	January 1963	January 1964	January 1963
Metropolitan.....	6	8	6	4	.....	.....	.....	.....
Major Industrial.....	13	16	11	10	2	.....	.....	.....
Major agricultural.....	5	6	9	8	.....	.....	.....	.....
Minor.....	27	39	26	18	4	.....	.....	.....
Total.....	51	69	52	40	6	.....	.....	.....

# Regional Manpower Situation

## ATLANTIC

In the Atlantic region, employment showed an above-average decrease during the latter part of 1963. Between the third and fourth quarters, total employment fell by an estimated 36,000, which compares with an average decline of 24,000 during this period in the previous five years. By contrast, each of the nation's other four regions registered better-than-seasonal gains during this period.

The slowing-down that became apparent in the October-December period followed a fairly strong third quarter. Between the second and third quarters of 1963, total employment in the region, allowing for seasonal factors, increased by 1.7 per cent, the same rate of advance as for the country as a whole. The first half of 1963 was a period of relatively slow growth, so that the net advance for the full year was fairly small.

The lack of over-all employment growth during the fourth quarter of 1963 is somewhat surprising, considering the improvements in certain key industries. Manufacturing, for example, has shown further strengthening, with virtually all major sectors of the industry sharing in the improvement.

Mining employment edged down during the last half of the year but it continued substantially above year-earlier levels. The construction industry was a constant source of weakness throughout 1963. In the service-producing industries, employment changes during the final quarter of 1963 were about in line with seasonal patterns.

In the fourth quarter of 1963, employment averaged 555,000, about the same as the year before. The year-to-year comparison shows a mixture of gains and losses among individual industries and areas. Employment was higher than the year before in manufacturing, mining and forestry, and lower in transportation and construction. There was little change over the year in the number of employed persons in the service industries.

Employment in manufacturing increased considerably during the past year. At the end of October, the index (1949=100) was 120.1, up from 115.0 a year earlier and up from 110.0 two years before. The improvement in this industry was remarkably widespread. Except for railway rolling stock, which showed little or no change, all parts of manufacturing shared in the increase. Year-to-year gains ranged from 2.8 per cent in paper products to 11.0 per cent in shipbuilding.

Activity in metal mining showed an irregular decline during the last half of 1963. Nevertheless, total mining employment remained appreciably higher than a year earlier. At Bell Island, Nfld., operations were resumed in September, after a two-month shutdown, although small reductions in the work force took place again during the final quarter of 1963. In the fourth quarter, employment was higher than the year before in both metal mining and non-metal mining. Activity in fuels showed little change over the year.

Forestry employment increased more than seasonally during the latter part of 1963, after being at an unusually low level for more than a year. The construction industry, which has been a continuing source of weakness throughout the current business upswing, failed to improve during the last half of the year. Prospects were a little brighter, however, as a result of an upward trend in contracts awarded. In the July-October period, the value of construction contracts awarded was 11 per cent higher than in the summer months in 1962.

Unemployment in the Atlantic region during the fourth quarter of 1963 averaged 45,000, or 7.6 per cent of the labour force. In the fourth quarter of 1962, the average unemployment rate was 9.1 per cent and in 1961, it was 8.8 per cent.

In December, the classification of the 21 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 17 (18); in moderate surplus, 4(3).

## QUEBEC

The last half of 1963 featured a strong employment advance in the Quebec region. Increasing by 2.3 per cent in the third quarter and 1.5 per cent in the fourth quarter (allowing for seasonal factors), the expansion represents a net gain of about 65,000 new jobs since April-June. This was a substantially faster pace of advance that

in any previous six-month period of the current business upswing. This rise in employment was accompanied by a strengthening in labour force growth.

The number of unemployed, adjusted for seasonal variations, remained relatively high during the summer months but



registered a decline during the last half of 1963.

Consumer expenditures on goods and services have provided an important stimulus to the employment expansion. In October and November, retail sales in Quebec were about 6 per cent higher than in the summer months in 1962. Providing additional support was the rising trend in exports, increases being recorded in a fairly wide range of products.

Estimated employment in the fourth quarter of 1963 averaged 1,803,000, which represents a net gain of 93,000, or 5.2 per cent, over the fourth quarter of 1962. All of the advance was in non-farm industries. Farm employment was slightly lower than a year earlier.

One of the more notable developments in the Quebec labour market during the second half of 1963 was the unusually strong advance in service employment. The improvement appears to have been mainly in business, community and personal service. Other industries, which recorded noticeable employment gains since the middle of the year, discounting seasonal influences, were trade, finance, insurance and real estate.

Increasing job opportunities in the service-producing industries attracted a large number of women into the labour market, and an equally large number found jobs. In December, the number of women in the labour force of the Quebec region was estimated to be 48,000 higher than a year earlier. Between 1960 and 1961, and 1961 and 1962, (December figures), the number of women in the labour force showed very little change.

Employment levels in manufacturing have been generally well maintained. Industries that showed further signs of strengthening were clothing, textiles and wood products. Activity in shipbuilding and electrical apparatus declined during this period.

Construction and mining employment declined seasonally during the fourth quarter. Residential construction was reported to have held up better than usual, but decreases in other sectors of construction appear to have been about in line with seasonal patterns. Housing starts in November were 12 per cent higher than a year earlier.

The largest year-to-year employment gains took place in the service-producing industries. Manufacturing registered a net gain of about 1 per cent with gains in food, textiles, clothing, wood products and non-ferrous metals. The employment advances in these industries more than made up for the losses in shipbuilding and electrical apparatus. At the end of October, the employment index in construction was 148.8, up from 146.8 a year earlier. Mining and forestry registered small year-to-year declines.

Unemployment in the fourth quarter of 1963 averaged 114,000, or 5.9 per cent of the labour force. In the last quarter of 1962, the unemployment rate was 7.0 per cent; in 1961, it was 6.5 per cent.

In December, the classification of the 24 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 6(7); in substantial surplus, 18(17).

## ONTARIO

The pace of business quickened in Ontario during the last half of 1963. The improvement was reflected in increased employment and income and a substantial decrease in the number of unemployed. By the end of the year, production levels continued to be well maintained in most industrial centres. Much of the support has come from heavy expenditures on consumer goods. Other important contributing factors stemmed from an upward trend in exports and a renewed expansion of expenditures on capital goods.

Total employment, seasonally adjusted, increased by an estimated 23,000, or 1 per cent, between the third and fourth quarter of 1963. The main supporting strength can be traced to manufacturing and the service-producing industries. Service employment, which expanded relatively slowly during 1962 and the first half of 1963, has shown

a strong advance during the past three months. A similar trend has been apparent in trade, the most marked improvement being in retail trade.

The upward trend in manufacturing employment that began in the second quarter of 1962 continued unabated during recent months. Showing the strongest year-to-year advances were the automotive and automotive parts industries, steel, lumber and textiles. Production of passenger cars in the last five months of 1963 was one-fifth higher than in the corresponding period of the previous year. For the calendar year, output of motor vehicles (passenger cars and trucks) totalled 630,550, establishing a new record. At year-end, employment in the automotive industry was 15 per cent higher than the year before.

Steel plants operated at close to rated capacity during the fourth quarter, with

ingot production showing a substantial increase over the year. As a result of expanding rolling-mill facilities, which have made it possible to produce an increasing variety of extra-wide plates and sheets, there has been a substantial reduction in imports. About 90 per cent of Canadian requirements are now being met by domestic producers. Over the year, employment in primary iron and steel, and steel products other than transportation equipment, rose by approximately 5 per cent.

Among the metal-using industries that showed sizeable gains during the last half of 1963 were agricultural implements—benefitting from increased domestic and export sales—machinery—where bookings were still increasing—and makers of iron castings. There was some improvement, too, in the aircraft industry. Activity in the electrical-goods industry has levelled off at the high plateau that was reached in the early part of the year.

Except for certain parts of non-ferrous metals, which experienced cutbacks in production and employment during the latter part of the year, employment levels were well maintained in all parts of the durable-goods industries. In the soft-goods sector, there was evidence of further strengthening.

## PRAIRIE

A record wheat crop, estimated at 703 million bushels, gave the Prairie economy a considerable boost during the last half of 1963. The bumper crop found a ready market in Russia, China and other Communist countries. The resulting increase in farm cash income provided a strong stimulus for expansion of consumer goods and services which, in turn, gave rise to a pick-up in employment throughout the region. Reflecting the increase in farm cash income, purchases of farm implements during the latter part of 1963 were running 15 per cent ahead of a year earlier.

In the fourth quarter of 1963, employment was estimated to average 1,136,000, an increase of 36,000, or 3.3 per cent, over the fourth quarter of 1962. Most of the improvement took place in the last half of the year. The largest gains over the year were in non-farm industries—mainly in trade, finance and services. Farm employment, however, increased by an estimated 18,000, against the secular trend.

During the seasonal peak in farm activities last summer, employment in agriculture was estimated to be 346,000, which was some 9,000 higher than the year before. However, even with a larger farm work force, farm help was reported to have been in short supply in most areas during the

harvesting season. With the completion of grain harvesting, the demand for farm workers eased noticeably. During November and December, cattle feeders and general farm workers were in demand in a number of areas.

The construction industry showed some improvement in the final quarter of 1963, after contributing little to the expansion of the economy during the spring and summer months. Housing starts increased sharply during the latter part of the year. Suppliers of building materials were reported to be very busy, reflecting the pick-up in residential construction.

In farming and forestry employment, changes between the third and fourth quarter followed seasonal patterns. Employment in metal mining showed a somewhat larger than seasonal decrease.

Unemployment in Ontario increased seasonally between the third and fourth quarter of 1963. Averaging 77,000, or 3.1 per cent of the labour force, it was slightly lower than a year earlier.

In December, the classification of the 34 Labour market areas in the region (last year's figures in brackets) was as follows: in balance, 5(4); in moderate surplus, 27(25); in substantial surplus, 2(5).

The construction industry experienced a relatively slow third quarter but showed some improvement in the final quarter of the year. Housing was a little stronger at year-end, although it still lacked much of the vigour which was in evidence a year earlier. Activity in non-residential construction continued at about the same level as the year before, a decline in institutional building being offset by gains in other sectors, notably in pipeline construction.

Manufacturing employment continued to expand. In the fourth quarter, year-to-year gains were apparent in clothing, wood products, iron and steel and transportation equipment. The aircraft and parts industry showed a particularly strong advance. Railroad and railway rolling stock equipment showed a more modest improvement.

Employment was lower than a year earlier in non-metallic minerals and petroleum and coal products. Mining employment rose during the last half of 1963, mainly as a result of increased output of non-ferrous metals and potash. Some improvement



occurred also in coal mining and oil drilling. During the last half of 1962 and the first half of 1963, mining employment had been following a downward course.

The general prosperity of the region brought about a decided increase in activity in trade, finance and services during both the third and fourth quarters. In transportation and public utilities, employment was remarkably stable during the period under review, aside from seasonal variations.

Unemployment in the region dropped seasonally in the third quarter of 1963 and increased less than seasonally in the final quarter, when it averaged 33,000, or 2.8 per cent of the labour force, compared with 41,000, or 3.6 per cent of the labour force, a year earlier.

In December, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in balance, 1 (0); in moderate surplus, 17 (14); in substantial surplus, 1 (5).

## PACIFIC

The brisk upward trend that was characteristic of employment in the Pacific region during the early part of 1963 gained momentum as the year progressed. Over the year, total employment in the region rose by an estimated 27,000, a gain of about 5 per cent. Except for a temporary pause during the second half of 1962, the region has experienced an uninterrupted expansion during the past three years. The largest gains in the latter half of 1963 took place in forestry, manufacturing, construction, trade and finance.

Construction employment has shown a strong advance since mid-summer, resulting in the busiest fourth quarter since 1959. The most marked improvement was in residential construction. Housing starts in October-November were 35 per cent higher than in the corresponding months of 1962. Activity in the non-residential sector also increased, as work advanced on several large business and engineering projects. The \$73.5 million Portage Mountain hydro dam on the Peace River is one of the larger engineering projects presently under construction.

Employment in all major sectors of the forestry industry showed increases during 1963, the total gain being approximately 5 per cent. The logging, lumber and plywood industries experienced substantial advances in production and sales, and benefited from improved prices. Increased lumber shipments to the United States helped to bolster activity in this industry. The two-month strike of the United States west-coast lumber industry provided a temporary stimulus to output and employment in Canadian mills.

Mining employment remained fairly stable during the second half of 1963, after registering an advance during the early part

of the year. New markets were secured with Japan for coal, copper and iron ore. Another development that had an impact on the mining industry during the year was the completion of the oil pipeline linking the Peace River district and the coast, thereby allowing shipments to the United States.

Manufacturing employment rose by about 2 per cent over the year, most of the gain occurring in the last half of 1963. Advances were recorded during the third and fourth quarters in wood and paper products. Printing shops and chemical plants also contributed to the employment rise. The iron and steel industry continued to operate at a high level, turning out structural and reinforcing steel, conveying equipment, and various machinery items.

In the shipbuilding and food industries, employment levels were moderately lower than the year before. Layoffs were reported to have taken place in a number of meat processing plants during the past year as a result of automatic equipment being installed.

All parts of the transportation industry experienced a busy fourth quarter; employment was slightly higher than a year earlier. In trade, finance and service establishments, employment rose by about 5 per cent over the year. About half of this was in the final two quarters.

During the fourth quarter of 1963, unemployment in the Pacific region averaged 38,000, or 5.8 per cent of the labour force. In the fourth quarter of 1962, it averaged 42,000, or 6.7 per cent of the labour force.

In December, the 11 labour market areas in the region (last year's figures in brackets) were classified as follows: in moderate surplus, 7 (6); in substantial surplus, 4 (5).

# CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY

	Substantial Labour Surplus		Moderate Labour Surplus		Approximate Balance		Labour Shortage
	Group 1		Group 2		Group 3		Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY EDMONTON Quebec-Levis St. John's Vancouver-New Westminster- Mission City WINNIPEG	← ←  ←	Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor				
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook CORNWALL Farnham-Granby FT. WILLIAM- PT. ARTHUR Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Shawinigan Sherbrooke Sydney Trois Rivières	←  ←  ←	Brantford Kitchener London Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria		→ GUELPH → KITCHENER		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown PRINCE ALBERT Riviere du Loup Thetford-Lac Megantic- Ville St. Georges YORKTON	←  ←	Barrie Brandon Chatham Lethbridge MOOSE JAW North Battleford Red Deer Regina Saskatoon	←			
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst BEAUHARNOIS Bracebridge Bridgewater Campbellton Chilliwack Dauphin Drummondville Edmundston Gaspé Grand Falls KENTVILLE Montmagny Newcastle Okanagan Valley Prince George-Quesnel Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	←      ←   ←	Belleville-Trenton Brampton Central Vancouver Island Cranbrook Dawson Creek Drumheller Fredericton Goderich Kamloops Lachute-St. Therese Lindsay LISTOWEL Medicine Hat North Bay Owen Sound Portage la Prairie Pembroke → PRINCE RUPERT Sault Ste. Marie Simcoe Swift Current Trail-Nelson St. Hyacinthe St. Jean Weyburn Walkerton	←	Galt St. Thomas Stratford Woodstock- Tillsonburg		

NOTE: Kitimat—Labour Market Area is no longer included in this listing.

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.



# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....</i> (000)	January	6,697	- 1.1	+ 3.1
Employed.....	January	6,231	- 3.1	+ 4.6
Agriculture.....	January	573	- 1.4	+ 6.5
Non-agriculture.....	January	5,658	- 3.2	+ 4.4
Paid workers.....	January	5,141	- 3.5	+ 4.0
At work 35 hours or more.....	January	5,274	- 3.5	+ 3.1
At work less than 35 hours.....	January	789	- 2.2	+18.1
Employed but not at work.....	January	168	+ 9.1	- 1.8
Unemployed.....	January	466	+34.7	-13.9
Atlantic.....	January	72	+44.0	-18.2
Quebec.....	January	173	+33.1	- 9.9
Ontario.....	January	120	+34.8	- 7.7
Prairie.....	January	54	+45.9	-26.0
Pacific.....	January	47	+17.5	-19.0
Without work and seeking work.....	January	428	+31.3	-14.9
On temporary layoff up to 30 days.....	January	38	+90.0	0.0
<i>Industrial employment (1949=100).....</i>	November	128.7	- 0.5	+ 3.5
Manufacturing employment (1949=100).....	November	118.5	- 0.7	+ 3.3
<i>Immigration.....</i>	Yr 1963	93,151	—	+24.9
Destined to the labour force.....	Yr 1963	45,866	—	+24.8
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	January	13	-59.4	-45.8
No. of workers involved.....	January	1,756	-59.6	-61.5
Duration in man days.....	January	21,730	-43.3	-72.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	November	\$84.63	0.0	+ 3.8
Average hourly earnings (mfg.).....	November	\$ 1.97	+ 0.5	+ 3.7
Average hours worked per week (mfg.).....	November	41.5	+ 0.2	+ 0.7
Average weekly wages (mfg.).....	November	\$81.95	+ 1.3	+ 4.9
Consumer price index (1949=100).....	January	134.2	0.0	+ 1.7
Index numbers of weekly wages in 1949 dollars (1949=100).....	November	146.3	+ 1.1	+ 3.2
Total labour income.....\$000,000.	November	1,884	- 0.8	+ 8.1
<i>Industrial Production</i>				
Total (average 1949=100).....	December	199.7	- 5.4	+ 9.6
Manufacturing.....	December	174.2	- 7.1	+ 8.7
Durables.....	December	178.3	- 6.9	+ 9.8
Non-durables.....	December	170.7	- 7.3	+ 7.7
<i>New Residential Construction (b)</i>				
Starts.....	January	8,313	-40.7	+87.1
Completions.....	January	6,238	-30.1	- 3.5
Under Construction.....	January	81,125	+ 2.4	+38.5

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

# Vocational Rehabilitation of Older Disabled Persons

*Little-known feature of Canada's federal-provincial program of vocational rehabilitation services for disabled persons is that it has no upper age limit. Of 1,814 cases of successful rehabilitation in 1962-63, more than 400 were aged 45 or more*

Canada's federal-provincial program of vocational rehabilitation services for disabled persons is fairly well-known. What is not so well-known is that the program has no upper age limits. Many persons of advanced age have been and are being successfully rehabilitated, many to suitable employment.

It is widely accepted that age in itself can be a significant social handicap to obtaining or returning to gainful employment. When this handicap is coupled with a physical disability the odds against a return to self-sustaining status are multiplied.

In view of those difficulties, success in even a relatively small number of cases is significant and offers ample evidence that older, and sometimes quite elderly disabled persons can become self-sustaining. If it can be done for those with disabilities what might be accomplished for those who are able-bodied and in good health?

Of 1,814 cases of successful rehabilitation reported in 1962-63, 407 or 22.7 per cent were aged 45 or over. Of this number, 267 were men and 140 were women. Eighty-four of these older people, 46 men and 38 women, were in the age group 66 and over; 121, of whom 82 were men and 39 women, were in the 56-65 age group; the remaining 202—139 men and 63 women—were aged from 45 to 55 (see table, Part A).

These older people suffered from various types of disabilities in the following classifications: amputations, neuro-muscular-skeletal, hearing, seeing, neurological, respiratory, cardio-vascular and neuro-psychiatric problems (see table).

Despite these disabilities and their advanced ages, 227 of them—184 men and 43 women—were rehabilitated into gainful employment and the remainder were enabled to look after their own needs or to assume their normal roles as housewives (see table, Part B).

The types of occupations entered by these 227 disabled older people is significant also. Nine men and two women entered the professional and managerial field; 40 men and 11 women became sales persons or clerical personnel; 37 men and 26 women were

placed in service occupations; 22 men went into agriculture, fishery or forestry occupations; 30 men and 1 woman became skilled workers; 12 men and 1 woman became semi-skilled workers; and 34 men and 2 women were placed in unskilled occupations.

Part 3 of the table indicates that rehabilitation services take time. For 71 of these older disabled persons more than 24 months were required; but for 143 less than six months were needed.

The numbers involved were relatively few but still represented a significant proportion (22.7%) of all cases reported to Civilian Rehabilitation, Department of Labour, in 1962-63.

The following case histories are typical.

Case 1—Mr. X, aged 63, with a Grade 9 to 10 education, had had arteriosclerotic gangrene necessitating above-knee amputation of the right leg. His previous occupation had been toolmaker. His rehabilitation services, which lasted nine months, included surgery, physiotherapy, occupational therapy and an artificial limb. He was enabled to return to tool and die making, earning \$347 monthly.

Case 2—Mr. Y, aged 65, had educational qualifications ranging from the equivalent of Grades 5 to 8. His disability was intervertebral disc deterioration in the lumbar region. He suffered back pains and had difficulty in walking. The disability began in 1958. He had been a labourer, but was on public assistance at acceptance for rehabilitation services. After eight months of medical treatment and physiotherapy he was placed in unskilled labour at \$300 a month.

Case 3—Mr. A, aged 71, has educational equivalents Grades 5 to 8. His disability was vascular deficiency, necessitating amputation of the left leg below the knee. On Old Age Security, he was formerly a labourer. Rehabilitation services took eight months and included surgery, provision of an artificial limb and counselling, after which he became self-employed at odd jobs, supplementing his old age pension by about \$25 monthly.

(Continued on page 161)



# DISABLED PERSONS 45 YEARS AND OVER, 1962-63

## A—Disabilities

Age Groups	Amputations		Neuro-Muscular Skeletal		Hearing		Seeing		Neurological		Respiratory		Cardio-Vascular		Neuro Psychiatric		Misc		Total		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
45-55.....	15	4	40	21	15	9	15	2	9	10	19	5	11	4	8	8	7	.....	139	63	202
56-65.....	12	2	25	15	10	5	9	4	15	9	7	1	3	1	1	1	.....	1	82	39	121
66 and over.....	22	7	10	14	1	3	8	7	5	6	.....	.....	.....	.....	.....	.....	1	46	38	84	
Total.....	49	13	75	50	26	17	32	13	29	25	26	6	14	5	9	9	7	2	267	140	407

## B—Occupations after Rehabilitation

	Amputations		Neuro-Muscular Skeletal		Hearing		Seeing		Neurological		Respiratory		Cardio-Vascular		Neuro Psychiatric		Misc		Total		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Professional and Managerial.....	1	.....	2	1	2	.....	.....	.....	1	.....	1	1	.....	.....	1	.....	1	.....	9	2	11
Sales and Clerical.....	6	.....	11	2	1	2	9	.....	2	1	6	1	3	1	2	4	.....	.....	40	11	51
Service Occupations.....	5	.....	8	6	11	8	2	3	1	1	5	3	2	1	3	3	.....	1	37	26	63
Agriculture, Fishery, Forestry, etc..	3	.....	11	.....	1	.....	2	.....	.....	.....	2	.....	.....	.....	1	.....	2	.....	22	.....	22
Skilled Occupations.....	5	.....	10	.....	2	.....	3	.....	1	.....	3	.....	4	.....	.....	1	2	.....	30	1	31
Semi-Skilled Occupations.....	2	.....	2	.....	1	1	.....	.....	2	.....	3	.....	2	.....	.....	.....	.....	.....	12	1	13
Unskilled Occupations.....	5	.....	15	.....	7	2	3	.....	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	34	2	36
Housewife or Homemaker.....	.....	6	.....	23	.....	3	1	7	.....	10	.....	1	.....	2	.....	.....	.....	1	1	53	54
Self Care.....	21	7	14	17	1	1	4	1	22	13	2	.....	1	1	1	1	2	.....	68	41	109
Part-time Employment.....	1	.....	2	1	.....	.....	8	2	.....	.....	.....	.....	2	.....	1	.....	.....	.....	14	3	17
Total.....	49	13	75	50	26	17	32	13	29	25	26	6	14	5	9	9	7	2	267	140	407

## C—Duration of Services

	Amputations		Neuro-Muscular Skeletal		Hearing		Seeing		Neurological		Respiratory		Cardio-Vascular		Neuro Psychiatric		Misc		Total		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Under 6 months.....	14	3	19	19	14	12	10	6	11	8	7	3	4	3	3	2	3	2	85	58	143
6 to 12 months.....	15	5	22	16	10	5	11	2	4	7	5	.....	2	.....	3	2	1	.....	73	37	110
12 to 24 months.....	10	3	10	10	1	.....	6	1	13	7	5	3	4	2	2	4	2	.....	53	30	83
Over 24 months.....	10	2	24	5	1	.....	5	4	1	3	9	.....	4	.....	1	1	1	.....	56	15	71
Total.....	49	13	75	50	26	17	32	13	29	25	26	6	14	5	9	9	7	2	267	140	407

## Collective Bargaining, Fourth Quarter, 1963

During the fourth quarter of 1963, collective bargaining in Canada led to nearly 40 major settlements covering approximately 80,000 workers in a wide range of industries.

Three of these settlements brought an end to strikes of longshoremen at St. Lawrence River ports, and at two manufacturing plants in St. Jerome, Que. Other major agreements signed during the period included contracts covering employees in air transportation, telephone communications and uranium mining.

Contract negotiations affecting more than 120,000 workers in the railway industry were opened during the quarter with 16 unions presenting their proposals to the major companies.

In the longshoring industry, approximately 3,800 port workers at Montreal, Quebec and Three Rivers returned to work October 14 after a ten-day strike against member companies of the **Shipping Federation of Canada**. The strike came to an end when members of the **International Longshoremen's Association**, which had been negotiating with the Shipping Federation for nearly a year for the renewal of contracts that had expired on December 31, 1962, voted to accept settlement terms recommended by Judge René Lippé, federal mediator in the dispute.

The settlement gave wage increases of 30 cents an hour to longshoremen at Montreal and Quebec, 39 cents an hour to longshoremen at Three Rivers, 33 cents an hour to checkers at Quebec, and 34 cents an hour to checkers at Montreal in new three-year agreements. In addition, premium pay clauses were amended. Rates for Saturday work, previously straight time until noon, were changed to time and one half all day; for work from midnight to 5 a.m., previously time and one half, to double time. The formula for vacation pay is to be 4 per cent of gross earnings in lieu of the previous 8 cents per man-hour worked. The employers will also increase their contribution from 29 cents to 33 cents per man-hour worked toward the pension, welfare and vacation plans.

An important part of the settlement is provision for an enquiry into the administration and operation of the Shipping Federation of Canada-ILA trust funds, as recommended by a conciliation board the previous month (L.G., Oct. 1963, p. 886).

At the outset of negotiations, the Shipping Federation bargained with an ILA committee representing about 4,000 workers at Halifax and 2,800 workers at Saint John as well as employees at the St. Lawrence River ports. Agreement was reached last February—the proposed terms included annual wage increases of 5 cents an hour and annual increases of 2 cents an hour in company contributions to the welfare plan in a two-year contract—but the terms were rejected by the union locals at Montreal, Quebec and Three Rivers.

The union locals at Halifax and Saint John, however, accepted these proposals tentatively with the understanding that further meetings would be held if a different settlement were negotiated for the St. Lawrence River ports.

In November, negotiations between the Shipping Federation and the Halifax and Saint John locals were reopened and the employer representatives proposed terms along the lines of the Montreal settlement. The terms were subsequently accepted by the longshoremen.

Two strikes involving approximately 1,800 workers at St. Jerome, Que., ended during the quarter with the signing of new agreements between the **Rubber Workers** and **Dominion Rubber** in October and the **Textile Workers' Union** and **Regent Knitting Mills** in December.

The work stoppage at the Dominion Rubber plant had begun in September and lasted six weeks until a settlement was ratified by members of the Textile Workers' Union. The new agreement is for a term of three years and gives wage increases of 11 cents an hour to male employees and 9 cents an hour to female employees, and a reduction in the work week from 45 to 44 hours. Other terms of settlement include an increase in the night shift premium to 7 cents from 5 cents an hour, a minimum monthly pension of \$97.50, which had previously been \$87.50, and a reduction in the qualifying period for four weeks vacation from 25 to 22 years of service.

At Regent Knitting Mills, an 18-week strike that had started in August ended with the signing of a three-year contract giving general wage increases amounting to 14 cents an hour and classification adjustments ranging from 4 to 43 cents an hour. Furthermore, the work week is to be

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This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.



reduced from 49 to 45 hours in two steps for about 80 workers and from 48 to 46½ hours in two steps for some 200 workers, with other employees remaining on a 45-hour work week. Provision is also made for three weeks vacation after 18 years of service in 1964, after 17 years of service in 1965 and after 16 years of service in 1966.

Collective bargaining with Canada's **major railways** was opened in November as existing contracts of 15 unions representing **non-operating employees** and of the **Brotherhood of Railroad Trainmen** were due to expire December 31.

When contract negotiations began, 14 of the non-operating employees unions submitted their proposals jointly to the **CNR**, **CPR** and other railways on behalf of 80,000 employees of the companies. The **Canadian Brotherhood of Railway, Transport and General Workers**, bargaining agent for about 22,000 non-operating employees of the **CNR** and the **Ontario Northland Railway**, later presented its demands separately. In previous years, the **CBRT** had entered negotiations along with the other unions; this year it withdrew from joint bargaining in November.

According to newspaper reports, the non-operating employees unions were seeking a one-year agreement that would establish parity between their average hourly rates and wages paid in such durable goods industries as wood products, iron and steel products, transportation equipment, non-ferrous metal products and electrical apparatus and supplies manufacturing. The **CBRT** requested, in addition, longer vacations, a new system for sick leave, increases in health and welfare benefits, and a job freeze for employees with more than five years of service.

In November, **Bell Telephone** negotiated five company-wide agreements with its independent employees' associations—the **Canadian Telephone Employees' Association**, representing clerical and associated employees, communications sales employees and craft and services employees, and the **Traffic Employees' Association**, bargaining agent for telephone operators and dining service personnel.

More than 27,000 workers in numerous centres in Ontario and Quebec are covered by the new contracts, which supersede agreements that had expired in November. With the exception of the agreement covering telephone operators, which is for a term of 15 months, all contracts are of one year's duration.

The agreement covering employees in clerical and associated occupations gives wage increases ranging from \$1 to \$2.75 a week on top salary rates and from \$1.50 to

\$4.50 a week on starting salaries, such increases varying according to the grades and localities of the employees.

The wage increases granted to communications sales employees amount to \$18 a month in all localities plus an additional \$6 a month in communities other than Toronto, Montreal and Windsor.

In the bargaining unit comprising craft and services employees, wage increases of up to \$3 a week on starting rates and of \$2.25 to 3.50 a week on top rates, depending on the localities and classes of employees, were granted as a result of the settlement.

Under the agreement applying to traffic operators, wage increases on top salaries range from \$1.25 to \$2.50 a week, depending on locality. The agreement negotiated by the **Traffic Employees' Association** on behalf of dining service employees provides for wage increases of \$1.50 to \$2 a week on top rates for female employees and of \$2.25 a week for male employees, and wage increases on starting rates for female employees of \$2.50 to \$5 a week and for male employees of \$1.75 a week.

During the quarter, **TCA** negotiated two major settlements. One of these agreements, with the **Canadian Air Line Flight Attendants' Association**, is for a 20-month term and provides for annual salary increases of 2½ per cent. Included in the contract is a new rule that stewardesses and pursers based in Montreal will be required by May 1, 1965 to be bilingual; the company will provide courses of instruction.

The other **TCA** settlement resulted from negotiations on a mid-term wage reopener provided in a two-year agreement with the **Machinists**. The agreement covers about 4,400 employees in the maintenance and overhaul, station services and stores departments of the company.

In October and November a conciliation board assisted in the negotiations. In its report, the board noted that this was the first time in the 14-year history of collective bargaining between **TCA** and the **Machinists** that the two parties required the services of a conciliation board, and commended the existing relationship. In December a settlement was reached and ratified by the union membership. It gives increases of 4 per cent effective November 5, 1963 and provides for settlement pay of \$60 prorated from July 2, 1963 for employees on the payroll November 27.

In December, the **United Steelworkers** and **Denison Mines**, with assistance from a conciliation board, reached a settlement covering approximately 870 employees at Elliot Lake, Ont. The new agreement is of two years duration and provides for a wage

increase of 5 cents an hour in September 1964 and an additional wage increase of 2 cents an hour for hoistmen with compressor's papers.

During negotiations, an important issue in dispute had been a provision for separation allowances. Previously, the separation allowance was \$6 per month of service to a maximum of \$400. The union was requesting that the \$400 limit be removed. Under the new agreement, continuity pay for employees in the bargaining unit will be a maximum of \$450 up to September 1, 1964 and \$500 after that date, to be accumulated at the rate of \$6 a month of continuous service by employees from their last date of hiring to the expiry date of the agreement. Employees who have more than six months of continuous service with the company will qualify for continuity pay. No severance pay shall be granted, however, unless the severance is directly due to a complete shut-down.

To obtain severance pay, the employee must remain in the employ of the company

until his services are permanently severed for the above reasons. The obligation of the company to pay severance pay will cease at the termination of the agreement on August 30, 1965.

At an annual convention of the **United Packinghouse Workers** held in Vancouver during October, the delegates approved proposals for submission to meat packing companies in forthcoming negotiations. Contracts between the union and **Burns and Company, Canada Packers and Swift Canadian** are due to expire in March 1964.

The proposals formulated include: a reduction in the 40-hour work week to 37½ hours, an increase in the night shift premium from 12 cents to 21 cents an hour, up to six weeks vacation after 25 years of service, double pay for vacation taken outside the summer months, sabbatical leave of 13 weeks every five years for employees with 15 years of service, elimination of part-time work, wedding and bereavement pay for three days, voluntary overtime and separation pay.

## Major Settlements in 1963

During 1963, collective bargaining in Canada in industries outside the construction sector resulted in 211 major settlements—those covering bargaining units of 500 or more employees—and produced new contracts for approximately 293,000 workers. More than half of these settlements were negotiated in manufacturing industries, and close to 20 per cent were signed in the service sector, which includes

such employers as municipal and provincial governments, hotels, hospitals and educational institutions.

Most of the major agreements reached during the year were signed for a two- or three-year term; two-year contracts predominated. Only 43 out of the 211 major agreements were for a period of one year.

Twenty-five of the major settlements gave no general wage increases but provided for

### WAGE SETTLEMENTS DURING 1963, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1963 excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour <sup>(1)</sup>	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
<b>Forestry</b>										
1.....	2	1,000								
5.....	1	600								
6.....	1	600								
9.....					1	1,600				
11.....					1	500			1	2,000
13.....			1	500						
14.....					1	800				
17.....					5	4,950	3	1,750		
<b>Mining</b>										
0.....					2	1,250				
5.....					1	900				
8.....					1	2,290				
13.....					2	6,500				
17.....									1	2,200
18.....									1	1,500
19.....									1	13,500
21.....					1	1,600			1	2,000



# WAGE SETTLEMENTS DURING 1963, BY INDUSTRY—Concluded

Industry and Total Wage Increase in Cents per Hour <sup>(1)</sup>	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
<b>Manufacturing</b>										
0.....	5	4,590			16	24,890			1	500
2.....					1	500				
3.....	3	2,800			2	1,900				
4.....	2	1,050			1	3,400				
5.....	2	1,250			1	730			1	2,700
6.....					5	4,220				
7.....	3	5,260			2	2,850				
8.....	3	6,200			2	7,900			1	900
9.....					2	1,200				
10.....					8	8,220			3	11,120
11.....					3	2,700			1	1,200
12.....	2				3	2,600			2	1,100
13.....					3	3,400			2	2,530
14.....	1				1	1,400			1	530
15.....					5	3,580			2	1,100
16.....									2	2,000
17.....					2	2,300			1	500
18.....					1	600			2	2,450
19.....									1	800
20.....					1	800			2	1,080
21.....					2	1,100				
23.....					1	850				
24.....							1	1,000	2	1,200
25.....									1	1,100
32.....					1	600				
<b>Transportation, Storage and Communication</b>										
0.....	1	540								
1.....	2	1,230								
2.....	1	980								
3.....	1	1,400	1	8,500	1	500				
4.....	1	1,400								
6.....	3	15,100	1	1,200	1	750				
8.....	1	4,400			2	1,300				
10.....					2	2,900				
12.....									1	2,100
13.....					1	1,000				
15.....							1	4,300		
16.....	1	500								
19.....					1	500				
30.....									1	5,400
44.....									1	2,400
<b>Public Utility Operation</b>										
8.....	1	840					1	1,500		
10.....					3	2,700				
12.....							1	1,300		
<b>Trade</b>										
3.....					1	1,000				
11.....					1	1,500				
15.....									1	1,400
18.....					1	900				
<b>Service</b>										
1.....					1	2,480				
4.....	1	630								
5.....	2	2,380			1	500				
6.....	3	3,480							1	750
7.....					2	3,300			2	1,000
9.....	1	1,710			5	5,930				
10.....					3	2,510			1	500
11.....					1	600			1	600
12.....					1	700				
13.....					4	3,250				
14.....					3	5,700				
15.....	1	5,000			1	630				
16.....	1	800								
17.....					1	3,700				
18.....					1	500				
19.....					1	750				
28.....					1	650				
30.....					1	800				
Total.....	43	70,440 <sup>(2)</sup>	3	10,200	119	141,180	7	9,850	39	66,160

<sup>(1)</sup> The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

<sup>(2)</sup> Includes two bargaining units (600 and 4,400 employees) for which two wage settlements were concluded during 1963. The number of employees in each of these bargaining units appears twice in the table.

other improvements. Most of the settlements that provided no general wage increase were in the pulp and paper industry in eastern Canada; their main features were classification adjustments for skilled tradesmen, higher shift premiums, provisions for jury-duty pay, shorter qualifying periods for four weeks vacation, higher company contributions toward hospital and medical insurance plans, and improvements in group life insurance and pension benefits. A few settlements in this industry, however, provided for wage increases ranging from 2 to 6 cents an hour.

About two-thirds of the 43 major one-year agreements signed during the year gave wage increases of 3 to 8 cents an hour on labour rates.

Of the 119 major two-year agreements reached in 1963, more than half provided for labour rate increases ranging upward from 10 cents an hour.

In about one-third of the 39 three-year contracts, wage increases of 10 to 14 cents an hour on labour rates or their equivalent were provided for; in one-half of the three-year contracts, wage increases ranging upward from 15 cents an hour.

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During February, March and April (except those under negotiation in January)

Company and Location	Union
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld. Assn. Patroale du Commerce (Hardware), Quebec, Que.	Carpenters (AFL-CIO/CLC (loggers)
B.C. Hotels Assn., Vancouver, B.C.	Commerce Empl. Federation (CNTU)
Burns & Co. (Eastern), Kitchener, Ont.	Hotel Empl. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Packhouse Wkrs. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Metal Trades' Federation (CNTU)
CNR, system-wide	Textile Wkrs. Union (AFL-CIO/CLC)
CNR, system-wide	Locomotive Engineers (Ind.)
Cdn. Westinghouse, Hamilton, Ont.	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Cdn. International Paper (Gatineau Woods Div.), Que.	UE (Ind.)
Cdn. International Paper (St. Maurice Woods Div.), Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Collingwood Shipyards, Collingwood, Ont.	Bush Wkrs., Farmers' Union (Ind.)
Dominion Stores, Hamilton & other centres, Ont.	CLC-chartered local
Domtar Newsprint, Dolbeau, Que.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Domtar Pulp & Paper, East Angus, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E.B. Eddy, Hull, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Fisheries Assn. & cold storage cos., B.C.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Fisheries Assn., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wks.)
Food stores (various), Vancouver, Victoria & New Westminster, B.C.	United Fishermen (Ind.) (tendermen)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Retail Clerks (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Marine Wkrs. (CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Lever, Bros., Toronto, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	IBEW (AFL-CIO/CLC/ (traffic empl.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others



Company and Location
Power Super Markets, Hamilton, Oshawa & Toronto, Ont. ....
Provincial Paper, Thorold, Ont. ....
Quebec City, Que. ....
Quebec City, Que. ....
RCA Victor, Montreal, Que. ....
Ready-mix concrete companies, Toronto, Ont. ..
Rolland Paper, Mt. Rolland & St. Jerome, Que. ....
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont. ....

## Union

Butcher Workmen (AFL-CIO/CLC)
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Municipal & School Empl. Federation (Ind.) (inside empl.)
Municipal & School Empl. Federation (Ind.) (outside empl.)
IUE (AFL-CIO/CLC)
Teamsters (Ind.)
Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

## Part II—Negotiations in Progress During January

### Bargaining

Company and Location
Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & other centres, Que. ....
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que. ....
Auto dealers, garages (various), Vancouver, B.C.
Automatic Electric, Brockville, Ont. ....
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld. ....
B.C. Telephone ....
Burns & Co. (6 plants), Western Canada ....
Cdn. General Electric, Cobourg & Oakville, Ont. ....
Cdn. General Electric, Montreal & Quebec, Que. ....
CNR, CPR & other railways ....
Cdn. Vickers (Engineering Div.), Montreal, Que. ....
Cdn. Vickers, Montreal, Que. ....
Canada Packers (8 plants), Canada-wide ....
Cluett Peabody, Kitchener & Stratford, Ont. ....
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C. ....
Crane Limited, Montreal, Que. ....
Davie Shipbuilding, Lauzon, Que. ....
G.T. Davie & Sons, Lauzon, Que. ....
Dominion Corset, Quebec, Que. ....
Dominion Engineering, Lachine, Que. ....
Dominion Steel & Coal, Montreal, Que. ....
Dominion Stores, Toronto & other centres, Ont. ....
Dominion Textile, Montreal, Que. ....
Dupuis Freres, Montreal, Que. ....
Eastern Canada Stevedoring, Halifax, N.S. ....
Edmonton City, Alta. ....
Edmonton City, Alta. ....
Edmonton City, Alta. ....
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que. ....
Hamilton General Hospitals, Hamilton, Ont. ....
Hollinger Gold Mines, Timmins, Ont. ....
Hospitals (10), Montreal & district, Que. ....
International Nickel, Thompson, Man. ....
Kelly, Douglas & Co., Vancouver & other centres, B.C. ....
Manitoba Rolling Mill, Selkirk, Man. ....
Marine Industries, Sorel, Que. ....
Maritime Tel. & Tel., company-wide, N.S. ....
Montreal Cottons, Valleyfield, Que. ....
Montreal General Hospital, Montreal, Que. ....
Northern Electric, London, Ont. ....
Ontario Hydro, company-wide ....
Ottawa City, Ont. ....
Ottawa Transportation Commission, Ottawa, Ont. ....
Philips Electronics, Leaside, Ont. ....
Polymer Corp., Sarnia, Ont. ....
Quebec Hydro-Electric Commission, Montreal & other centres, Que. ....
Regina General Hospital, Regina, Sask. ....
St. Lawrence Seaway Authority ....
Swift Cdn. (6 plants), Canada-wide ....
Toronto Board of Education, Toronto, Ont. ....
Toronto City, Ont. ....

## Union

Service Empl. Federation (CNTU)
Leather & Shoe Wkrs. Federation (CNTU)
Machinists (AFL-CIO/CLC)
IUE (AFL-CIO/CLC)
Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
B.C. Telephone Wkrs. (Ind.)
Packinghouse Wkrs. (AFL-CIO/CLC)
IUE (AFL-CIO/CLC)
IUE (AFL-CIO/CLC)
15 unions (non-operating empl.)
Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Metal Trades' Federation (CNTU)
Packinghouse Wkrs. (AFL-CIO/CLC)
Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Mine, Mill & Smelter Wkrs. (Ind.)
Steelworkers (AFL-CIO/CLC)
Metal Trades' Federation (CNTU)
Metal Trades' Federation (CNTU)
Empl. Assn. (Ind.)
Machinists (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Retail, Wholesale Empl. (AFL-CIO/CLC)
United Textile Wkrs. (AFL-CIO/CLC)
Commerce & Office Empl. (CNTU)
Railway Clerks (AFL-CIO/CLC)
IBEW (AFL-CIO/CLC)
Public Empl. (CLC) (clerical empl.)
Public Empl. (CLC) (outside empl.)
Clothing Wkrs. Federation (CNTU)
Public Empl. (CLC)
Steelworkers (AFL-CIO/CLC)
Service Empl. Federation (CNTU)
Steelworkers (AFL-CIO-CLC)
Empl. Assn. (Ind.)
Steelworkers (AFL-CIO/CLC)
Metal Trades' Federation (CNTU)
IBEW (AFL-CIO/CLC) (traffic empl.)
United Textile Wkrs. (AFL-CIO/CLC)
Service Empl. Federation (CNTU)
Empl. Assn., (Ind.)
Public Empl. (CLC)
Public Empl. (CLC)
Street Railway Empl. (AFL-CIO/CLC)
IBEW (AFL-CIO/CLC)
Oil Wkrs. (AFL-CIO/CLC)
Public Empl. (CLC) (outside empl.)
Public Empl. (CLC)
Railway, Transport & General Wkrs. (CLC)
Packinghouse Wkrs. (AFL-CIO/CLC)
Public Empl. (CLC) (caretakers)
Public Empl. (CLC) (inside empl.)

Company and Location	Union
Toronto City, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
Toronto Metro, Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto Metro, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Western Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)
Vancouver General Hospital, Vancouver, B.C. ....	Public Empl. (CLC)
Vancouver Police Commissioners Board, Vancouver, B.C. ....	B.C. Peace Officers (CLC)
Winnipeg Metro., Man. ....	Public Empl. (CLC)

### Conciliation Officer

Acme, Borden's & other dairies, Toronto, Ont....	Teamsters (Ind.)
CBC, company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont. ....	UE (Ind.)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Dominion Oilcloth & Linoleum, Montreal, Que. ....	CNTU-chartered local
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que. ....	Textile Federation (CNTU)
Handbag Mfrs. Council, Montreal, Que. ....	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
Page-Hersey Tubes, Welland, Ont. ....	UE (Ind.)
Smith & Stone, Georgetown, Ont. ....	Mine Wkrs. (Ind.)
Soo-Security Motorways, Ont., Man., Sask. & Alta. ....	Teamsters (Ind.)
Winnipeg Metro (Transit Dept.), Man. ....	Street Railway Empl. (AFL-CIO/CLC)

### Conciliation Board

CBC, company-wide .....	Broadcast Empl. (AFL-CIO/CLC)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que. ....	Textile Federation (CNTU)
DuPont of Canada, Maitland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont....	Steelworkers (AFL-CIO/CLC)

### Post-Conciliation Bargaining

Shipbuilders (various), Vancouver & Victoria, B.C. ....	Various unions
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### Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que. ....	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal & other centres, Que. ....	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que. ....	Chemical Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)

### Work Stoppage

(No cases during January)

## Part III—Settlements Reached During January

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## Education and Training of Girls in Britain

*Women in Britain today spend more years in paid work outside home. Two recent studies of educational programs for girls deal with training in industry and total preparation of girls*

Women of today's generation in Britain are spending more years in paid work outside the home. More free time from family duties, coupled with thriving economic conditions in the country, have created a new situation that has brought a pressing need to re-appraise educational programs for girls. Of special interest are two recent studies directed to this end.

The first of these, "Training Girls in Industry," a 35-page booklet published by the Industrial Training Council\*, stresses the advantages of organized training programs for girls in industry. For employers it is sound business, as, in a competitive labour market, companies offering the best training schemes attract the better candidates.

Such training programs ease the transition from school to work. Well-planned use of time reduces the instruction period and minimizes waste of materials. A higher standard of work, increased production, lower turnover rate and improved morale bring further benefits to management.

The trainees themselves improve their earning capacity as a result of learning quick, safe and correct methods of work. Prospects of promotion are also greater for well-trained workers. And for young women who marry and later wish to return to work, proficiency gained when they were young should facilitate re-entry into the labour force.

The best training schemes combined on-the-job training with study at a technical college. They were based on a thorough study and analysis of the work to be done. Trainees were selected with full regard for aptitude and suitability, and well qualified instructors provided. Special induction programs and release during working hours for attendance at technical colleges eased the transition from school to work.

The second study, "the Education and Training of Girls"†, was undertaken by a working party of women versed in the needs of the community rather than being expert in the field of education. Their concern was with the total preparation of girls, testing its

adequacy for their future roles in a changing society—at home, at work and as citizens. Views were sought from school principals, teachers, employers, social workers and youth organizations as well as parents and girls themselves.

One headmistress of a grammar school described the expectations of her girls, aged 15 to 18, as: early marriage, a family, and work outside the home. She said that the girls were interested in housewifely arts but viewed them as a "co-operative enterprise" in which husbands and children would share.

Home economics teachers proposed a course on Preparation for Marriage and Home Life, to be followed by another on Preparation for the Community Life. They were of the opinion that every girl should have some knowledge of these wider aspects of living before leaving school, and that boys, too, would benefit from such courses.

Discussions with employers revealed frequent lack of preparation for first jobs. Girls whose standards were not high enough to enter clerical and secretarial work had been accepted because of desperate shortages of personnel. In the London area, it was found there were 30 such jobs for every girl applicant.

School girls themselves believed that education gave one greater scope in choosing a career and enabled one to earn a good living. Many of those who had recently left school had already realized that education does not end with school graduation—one must "go on learning all through life."

Although fewer girls than boys were receiving formal post high-school education, the numbers of women attending evening institutes, where they far outnumbered men, suggested eagerness to continue with further education if given the opportunity.

The women's group ruled out "soft options" for girls; they should have the best education they can get before marriage and have ready access to further education and training in later life. There should be equal opportunities for women in the universities and in the professions.

For girls, more and varied schemes of "day release" for further education were recommended. Also, the schools should give more attention to advising girls about careers and opportunities for employment.

\* Set up by the British Employers' Confederation in 1958.

† A study by the Women's Group on Public Welfare, published by the National Council of Social Service, 26 Bedford Square, London, W.C. 1.

# TEAMWORK in INDUSTRY

"It works. It fills a need. It's in its 20th year. We intend to keep it." Frank Gresty, personnel manager at the drug firm of John Wyeth & Brother (Canada) Limited, used this capsule comment recently to sum up the Windsor plant's assessment of its Employees' Operational Committee.

Union spokesman Roy Girard expressed similar sentiments. Mr. Girard is chairman of Local 9-368, Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC). "Joint consultation has a definite place in industry", he declared. "It is good for the general welfare of the whole group. People need to be in contact with each other on the job."

## Founded 1944

Founded in 1944, the EOC's main responsibility is to promote employee co-operation in production, efficiency, attendance, safety, good housekeeping and suggestions, and to sponsor sports, entertainment and a variety of special projects—one of which, by way of example, was an employee course in civic administration.

A true joint consultation committee in all its functions, the group is composed of 10 elected employee members, the company president, personnel manager, plant chairman and two department managers.

The committee convenes on two occasions each month. One of them is a dinner meeting featuring a banquet and floor show as a suitable aftermath to business.

In addition to the regular members of the Employees' Operational Committee, two guests are invited, one from among plant, the other from among office personnel. Priority is determined by the date on which an employee joined the company.

Eventually all personnel will have been guests of the committee. The plan is aimed primarily at the preservation and extension of the company's team spirit. At the same time, personnel are thereby introduced gradually to the responsibilities they will one day assume when their turn comes to serve on the committee.

There are special reasons behind the name for the committee. Its title, Employees' Operational Committee, represents an attempt to get away from what are described as "unnecessary distinctions" among employees.

As personnel manager Frank Gresty explained it recently: "We think that talk of 'labour' and of 'management' sets up barriers. It implies two factions. Our idea is to avoid distinctions between plant and clerical and supervisory personnel. What we have here is a team, and we want to keep it that way."

## Team Concept

The Wyeth firm is solidly for this team concept. Management spokesmen point out that every member of the organization is essential—"otherwise he wouldn't be on our payroll." They emphasize that it is important that the good housekeeper and the chief chemist do their jobs equally well.

Consistent co-operation and stability are the keynote of employee-employer relations at John Wyeth, according to one management spokesman.

During a recent interview, Frank Gresty stated that the team spirit of the firm's 200 employees shines through, both on the job and off.

Of the roughly 150 suggestions and ideas submitted by personnel each year, 70 to 75 per cent receive some form of recognition or award for their utility. Practical suggestions take the major share, of course, but management believes that "good thinking" deserves encouragement too.

Teamwork among plant and office employees has also led to an impressive safety record. The first million hours of "no lost-time accidents" was passed in September 1962. The latest figure made public stands at close to 1,500,000 hours. Management says the credit belongs jointly to the committee's safety program and enthusiastic employee response to that program.

On the social side of life, it is not uncommon for Wyeth personnel, relatives and friends to show up at the annual "family Night" in numbers over 500 strong.

There is a similar keen participation in bowling, swimming and other sports and entertainment organized by the plant Employees' Operational Committee.

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during December. The Board issued four certifications designating bargaining agents, ordered one representation vote, rejected three applications for certification, and granted one application for revocation of certification. During the month the Board received 17 applications for certification and allowed the withdrawal of three applications for certification.

### Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of maintenance technicians and program operators at Radio Station CHML, Hamilton, Ont., employed by Maple Leaf Broadcasting Company Limited (L.G., Dec. 1963, p. 1109).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bargemen employed by Vancouver Tug Boat Co. Ltd., Vancouver, B.C. (L.G., Dec. 1963, p. 1110).

3. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Domaine Etria and Pavillon Mercier projects in Montreal, Que. The application had also included the Place Gouin project in Montreal, but the Board deemed that the appropriate unit should not include these employees (L.G., Dec. 1963, p. 1110).

4. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (L.G., Dec. 1963, p. 1110).

### Representation Vote Ordered

Brotherhood of Locomotive Engineers, applicant, The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, respondent, and the Brotherhood of Locomotive Firemen and Enginemen, intervener. The Board directed that both the name of the applicant and the intervener appear on the ballot (L.G., Dec. 1963, p. 1110) (Returning Officer: A. B. Whitfield).

### Applications for Certification Rejected

1. International Longshoremen's Association, Local 1657, applicant, and various companies as represented by The Shipping Federation of Canada, Incorporated, respondents (L.G., July 1963, p. 601) (see "Reasons for Judgment," below).

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Hubert Transport Inc., Ste. Thérèse, Que., respondent (L.G., Dec. 1963, p. 1109). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and John L. Bray, Ottawa, Ont., respondent (mail service) (L.G., Dec. 1963, p. 1109). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

### Application for Revocation Granted

The Board granted an application for revocation of certification affecting Tiger Transfer Ltd., Calgary, Alta., applicant, and Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., Dec. 1963, p. 1110). Local 987, the certified bargaining agent, did not contest the application.

### Applications for Certification Received

1. United Steelworkers of America, Local 5115, on behalf of a unit of longshoremen employed by Kitimat Wharves Limited, Kitimat, B.C. (Investigating Officer: D. S. Tysoe).

2. National Syndicate of Employees of Ogilvie Flour Mills Co. Ltd., on behalf of a unit of employees of Ogilvie Flour Mills

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Co. Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

3. National Syndicate of Employees of Robin Hood Flour Mills Ltd., on behalf of a unit of employees of Robin Hood Flour Mills Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

4. General Truck Drivers and Helpers' Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Tourist Services Ltd., Whitehorse, Y.T. (see "Applications for Certification Withdrawn," below) (Investigating Officer: G. H. Purvis).

5. National Syndicate of Employees of Quebec Air Transport, on behalf of a unit of employees of Quebecair Inc., Rimouski East, Que., employed in its traffic, maintenance, and operations departments (Investigating Officer: R. L. Fournier).

6. National Union of Operating Engineers of Canada, Local 14850, District 50,

United Mine Workers of America, on behalf of a unit of operating engineers employed by Robin Hood Flour Mills Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

7. Office Employees' International Union, Local 15, on behalf of a unit of office employees of Canadian Freightways Limited, Calgary, Alta., employed at its North Burnaby, B.C. terminal (Investigating Officer: G. H. Purvis).

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of Ogilvie Flour Mills Co. Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of Robin Hood Flour Mills Limited, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

### **Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of Maple Leaf Mills Limited, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

11. Brotherhood of Railroad Trainmen, on behalf of a unit of road conductors employed by Northern Alberta Railways Company, Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

12. Brotherhood of Railroad Trainmen, on behalf of a unit of sleeping- and parlour-car conductors employed by the Canadian Pacific Railway Company, Montreal, Que. (Investigating Officer: R. L. Fournier).

13. Brotherhood of Railroad Trainmen, on behalf of a unit of road conductors employed by the Ontario Northland Railway, North Bay, Ont. (Investigating Officer: A. B. Whitfield).

14. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Colonial Broadcasting Company, St. John's, Nfld., employed at Radio Station VOCM (Investigating Officer: D. T. Cochrane).

15. National Syndicate of Employees of Maple Leaf Mills Limited, on behalf of a unit of employees of Maple Leaf Mills Limited, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

16. Canadian Air Line Dispatchers' Association, on behalf of a unit of flight dispatchers employed in Canada by Empresa Consolidada Cubana de Aviacion (ECCA) Cubana Airlines (Investigating Officer: Miss M.-P. Bigras).

17. National Syndicate of Employees of Quebec Air Transport, on behalf of a unit of hostesses and flight agents employed by Quebecair Inc., Rimouski, Que. (Investigating Officer: R. L. Fournier).

#### Applications for Certification Withdrawn

1. Miscellaneous workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and O'Connor Transport Limited, North Burnaby, B.C., respondent (L.G., Jan., p. 40).

2. Communications Workers of America, applicant, British Columbia Telephone Company, Vancouver, B.C., (traffic division), respondent, and Federation of Telephone Workers of British Columbia, intervenor. (L.G., Jan., p. 40).

3. General Truck Drivers and Helpers' Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Tourist Services Ltd., Whitehorse, Y.T., respondent (see "Applications for Certification Received," above).

## Reasons for Judgment in application for certification affecting

*International Longshoremen's Association  
and*

*12 Companies as Represented by The Shipping  
Federation of Canada, Inc.*

*Applicant*

*Respondents*

This is an application for certification of the Applicant as bargaining agent for a unit of employees of the Respondents\* engaged in the handling of ocean freight in and out of the port of Montreal and classified as checkers, coopers, timekeepers, manifest clerks and office clerks excluding supervisory and confidential employees—engaged on the docks in the port of Montreal.

\* Empire Stevedoring Co. Ltd., Watts Watts Shipping Ltd., Kerr Steamship Limited, Brown & Ryan Limited, Wolfe Stevedores Limited, McLean Kennedy Limited, The Cunard Steamship Company Limited, The Robert Reford Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Canadian Pacific Steamships Limited, Furness Withy & Company Limited, Montreal, Australia, New Zealand Line Limited.

The initial application covered the employees in these classifications of 35 companies, members of The Shipping Federation of Canada, engaged in shipping in and out of the port of Montreal. On July 9, 1963, the Applicant asked leave to submit, and submitted an amended application for certification, excluding therefrom such of the said companies named in the original application as did not have employees engaged on a regular basis in the classifications comprising the proposed bargaining unit. The effect of the amendment would be to reduce the number of companies to 12. These are the ones designated as the Respondents.

The Respondents oppose this amendment of the application but, subject to the Board's decision with respect thereto, gave consent to being joined in the application pursuant to and subject to the provisions of Section 9(3) of the Industrial Relations and Disputes Investigation Act.

In view of the circumstances and in the exercise of the discretion accorded to it under the aforesaid Act, the Board has granted leave to the Applicant to amend its application for certification as requested.

The basic issue between the parties concerns the appropriateness of the bargaining unit in respect of which certification is applied for.

The Applicant is and has been for a number of years the bargaining agent of employees of the Respondents and other member companies of The Shipping Federation of Canada, employed as checkers and coopers (cargo repairmen) at the port of Montreal under the terms of an existing collective agreement between them, as well as under preceding collective agreements.

The effect of the present application, if granted, would be to extend the scope of this existing bargaining unit in so far as it relates to the employees of the Respondents, by adding thereto timekeepers, manifest clerks and office clerks employed by them on the docks in the port of Montreal. The Applicant claims an over-all majority membership of employees in this proposed enlarged unit, but has not a majority membership of employees comprising the additional group whom it thus seeks to add to the existing unit.

According to the evidence given to the Board, checkers and coopers are hired by the Respondents on a day-to-day basis through the Applicant and are paid on an hourly basis. They are employed only during the open port season. On occasions, the services of checkers may be used as clerks on the docks to help clean up an accumulation of work on the docks. In such instances, under the existing collective agreement, they are to be paid an additional hourly rate while so employed.

After the port of Montreal is closed down in the winter, some checkers originally from Saint John may be sent down to the port of Saint John, N.B., to do similar work during the winter months when this port's activities increase, and they may in such event in some instances be employed as

clerks on the docks if the latter are in short supply.

The office personnel, including the clerks and timekeepers on the docks, are paid on a monthly-salary basis, are hired directly by the company, and are generally employed on a year-round basis. In the winter period, when the port of Montreal is closed, these employees are engaged in clerical work in the main offices of their company in Montreal or are transferred by their employer for similar employment in the Maritime ports to help look after the substantial increased shipping activities during that period. These office workers are accorded the same pension rights, medical benefits and vacation-with-pay rights as other clerical employees of their employer in the main office.

The Respondents contend that the work of the clerical staff on the wharves is simply an extension of the work done by the clerical staff in the main offices and that their functions are essentially the same, and that the timekeepers who keep the time of the longshoremen on the docks are a part of the company payroll department. The Respondents submit that their community of interests is with the office employees in the main office rather than with the checkers and coopers who it is claimed are in fact casual employees.

The applicant contends that though there is a clear line of demarcation between the work of the office clerks on the wharves and the checkers, the unit is appropriate in view of the homogeneity of their work and the common *situs* of their work.

The Board has reached the conclusion upon the facts as adduced in the evidence concerning the manner in which the work is carried on and in the disparate conditions of employment, that the unit applied for is not appropriate in this instance.

In the course of the hearing, some reference was made to a certification granted by the Board in 1950 to Local 1764, Steamship Checkers & Cargo Repairmen & Weighers & Samplers, ILA, as bargaining agent for employees of a number of shipping companies represented by The Shipping Federation of Canada, as employed in the port of Saint John, N.B., and described as steamship checkers, cargo repairmen, weighers and samplers, together with manifest clerks and office employees on the docks.

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The Board consisted of A. H. Brown, Vice-Chairman and Acting Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and A. C. Ross, members. The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.



A check of the record of that 1950 case indicates that the only classifications of employees shown on the companies' payroll records at that time were checkers and coopers. Such clerical employees as were employed on the docks were apparently included within the checker category and were employed and paid upon the same basis and at the same rates as checkers. The collective agreements entered into subsequently between the parties to the certification have apparently covered only checkers and cooper classifications of employees. In these circumstances, that decision has little relevance to the facts of the present application.

The application is rejected accordingly.

(Sgd.) A. H. Brown,  
*Vice-Chairman and Acting Chairman*

P. Cutler  
L. G. Taylor  
G. Tremblay  
B. Fisher  
*For the Applicant*

P. F. Renault  
C. T. Mearns  
J. A. Crichton  
Capt. P. N. Bolger  
P. V. O. Evans  
*For the Respondents.*

Dated at Ottawa, December 19, 1963.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

2. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

3. Baton Broadcasting Limited, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

4. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots' Association (Conciliation Officer: G.R. Currie).

5. Soo-Security Motorways Ltd., Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

6. Kitchener-Waterloo Broadcasting Company Limited and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

7. National Harbours Board and Civil Service Association of Canada (Quebec Harbour Police) (Conciliation Officer: C. E. Poirier).

### Settlements by Conciliation Officers

1. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (see above).

2. Pacific Western Airlines, Vancouver, (I.F.R. and V.F.R. Divisions), and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Currie) (L. G., Jan., p. 41).

3. The Toronto Harbour Commissioners and Local 1842 of the International Longshoremen's Association, Toronto (Conciliation Officer: T. B. McRae) (L.G., April 1963, p. 309).

### Conciliation Boards Appointed

1. Radio Station CHRC Limitée, Quebec, and National Association of Broadcast Employees and Technicians (L.G., Nov. 1963, p. 1016).

2. Central Truck Lines Ltd., Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 40). (Note: Local 106 has been added to the dispute at the request of the parties.)

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Robin Hood Flour Mills Limited (laboratory department employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., Jan., p. 41), was fully constituted in December with the appointment of W. H.

Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, Norman L. Mathews of Toronto and F. Stewart Cooke of Hamilton, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in November to deal with a dispute between Robin Hood Flour Mills Limited (plant employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., Jan., p. 41), was fully constituted in December with the appointment of W. H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, Norman L. Mathews of Toronto and F. Stewart Cooke of Hamilton, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L.G., Dec. 1963, p. 1115), was fully constituted in December with the appointment of Frank Godine, Q.C., of Montreal, as Chairman. Mr. Godine was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Francis Eugene Carlin and Louis-Claude Trudel, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

#### **Board Reports of Settlement Received**

1. Denison Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Dec. 1963, p. 1115).

2. Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Nov. 1963, p. 1016).

## **Report of Board in Dispute between**

*Denison Mines Limited*

*and*

*United Steelworkers of America*

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, a Board of Conciliation and Investigation was established with His Worship, Magistrate J. A. Hanrahan, Chairman, G. B. S. Ferguson, Q.C., nominee of the Company, and Peter Podger, nominee of the Union.

The Board met with the parties in Toronto, Ont., on December 6, 1963.

There appeared for the Company:

H. E. Houck, Consultant  
M. J. DeBastiani, Manager  
C. B. Banks, Superintendent.

There appeared for the Union:

O. Mancini, Area Supervisor  
G. Gilchrist, Representative  
A. Brunet, Representative  
J. Norton, Representative

And members of a bargaining committee.

Comprehensive briefs were presented by the parties. From these, the Board learned the previous agreement had expired June 23, 1963. There are some 870 now employed in this mine. Despite lengthy meetings between the parties, assisted finally on two occasions by a conciliation officer, 19 items remained in dispute.

An exhaustive review of the difficulties facing the uranium industry in Canada was given by Mr. Houck. He stated only the Canadian Government's contract to stockpile, which is due to expire July 1964, keeps this mine in operation. There is hope for the future but no immediate prospects for an additional market.

Against that gloomy background, the Board commenced its efforts. Despite detailed information contained in the briefs concerning the non-monetary items remaining in dispute, the Board determined to direct its attention first to what appeared

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During December, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Denison Mines Limited, Elliot Lake, and District No. 6, United Steelworkers of America.

The Board was under the Chairmanship of Magistrate J. A. Hanrahan of Windsor, Ont. He was appointed by the Minister on the joint recommendation of the other two members, George Ferguson, Q.C., of Toronto, and Peter Podger of Streetsville, Ont., nominees of the company and union, respectively. The report is reproduced *here*.



to be four basic matters that would have to be favorably resolved if any progress were to be made at this level. These were: the term of the renewal, continuation of the separation provision that expired with the previous agreement, wages, and union security.

Although early in the negotiations it appeared the Company would renew the separation-allowance provision in its original terms, providing a complete agreement could be reached, this was not what the Union sought. It not only wanted the \$400 maximum changed to no limit to what the \$6.00 monthly contribution could produce, but also that its terms should apply to those on layoff at the time of closure.

The terms of the agreement varied as possible patterns were considered. While two years seemed a potential possibility, at one stage the Union changed its demands to cover a one-year agreement, based on a 5-cent-an-hour improvement as of this date, plus improvements in certain categories.

The question of union security proved troublesome to the end. Finally, the Union would have been content to agree to a voluntary irrevocable [checkoff], subject to an escape clause [applicable within] 30 days from the expiry date, but this was firmly rejected.

The major part of the day-long effort was spent trying to develop some suitable plan for renewal of the severance-allowance provision. The solution finally created was owing in no small measure to the valued contributions made by the Chairman's fellow-members, which he wishes to gratefully acknowledge.

The package design that finally evolved included the dropping of a number of items, and was only realized by pressure applied on both sides, upwards and downwards. This was the result—a memorandum of agreement—signed by the parties, as follows:

The parties hereto agree to renew their previous agreement for a period expiring August 31, 1965, with only the following changes:

1. To contain all matters previously resolved before the date of this hearing.

2. Wages: Effective September 1, 1964, an increase of five cents an hour; effective the same date, an additional two cents an hour for hoistmen with compressor's papers.

3. Upon execution of the proposed renewal, the Company undertakes to deliver to the Union a letter as to severance pay as per provision outlined in the document in the custody of the Chairman.

The signatories hereto agree to accept and recommend to their principals the foregoing as a settlement of all matters in dispute.

Dated at Windsor, Ontario, this 10th day of December, 1963.

(Sgd.) J. A. Hanrahan,  
*Chairman.*

#### **Form of Letter referred to in Memorandum**

Whereas at the time of these negotiations it appeared there was a possibility that the Company's operations at Elliot Lake might be shut down during the term of the collective agreement;

And whereas it is mutually agreed in such event the following provisions for severance pay should apply:

1. The continuity pay for employees in the hourly bargaining unit of Denison Mines Limited at the Elliot Lake property will be a maximum of \$450.00 per employee up to September 1, 1964 and \$500.00 per employee after September 1, 1964 and to the expiry date of the collective agreement, to be accumulated at the rate of \$6.00 per month of continuous employment since the last date of hiring; [and]

2. Continuity pay will be paid to those employees who have in excess of six months continuous service with the Company. A month's service for the purpose of continuity pay will be any money wherein the employee worked at least 75 per cent of his scheduled shifts for that month, unless he was prevented from doing so because he was on Workmen's Compensation as result of an occupational accident incurred working for Denison Mines Limited.

3. The Company agrees that it will pay the applicable severance allowance outlined above to all employees whose employment is permanently severed at the time of shutdown or prior to shutdown. However, no severance pay shall be granted unless the severance is directly due to a complete shutdown.

4. To obtain severance pay the employee must remain in the employ of the Company until his services are permanently severed for the above reasons.

5. The obligation of the Company to pay severance pay will cease at the termination of the collective agreement, August 30, 1965.

6. Any dispute arising from implementation of these provisions may be referred to an arbitration panel to be established by the parties.

# Report of Board in Dispute between

*Trans-Canada Air Lines*

and

*International Association of Machinists*

The Board of Conciliation consisting of Mrs. Frances Bairstow, Union nominee; H. M. Sparks, Company nominee, and W. H. Dickie, Chairman, met with the parties at Montreal on October 10 and 11, November 1 and 2, and again on November 25, 26, and 27, 1963.

Appearing for the Company were:

- F. C. Eyre, Director Industrial Relations
- G. E. Bolton, Director Personnel and Industrial Relations
- A. D. Bertoir, Manager Labour Relations
- D. H. Gray, Director Maintenance and Overhaul
- G. R. McKillop, Supervisor of Labour Relations
- R. Peterson, Assistant General Superintendent of Overhaul Base
- S. Sheldrake, Supervisor Administration Services
- C. Hodgson, Supervisor of Training and Labour Relations
- B. Horan, Labour Relations Assistant
- A. Sadler, Vice-President Administration.

Appearing for the Union were:

- Mike Pitchford, Chairman Negotiating Committee
- Frank Heisler, Airline Co-ordinator IAM
- Don Wasserman, Research Dept. IAM
- M. Rygus, General Vice-President IAM
- Ed Smith, General Chairman Lodge 714 IAM
- J. King, Committee Member Lodge 714 IAM
- Ron Ulmer, Committee Member Lodge 714 IAM
- L. Foreman, Committee Member Lodge 714 IAM
- Ross Secord, Committee Member Lodge 714 IAM
- Frank Grennan, President Lodge 1751 IAM
- Wilf Bulger, Committee Member 1751 IAM
- Jean Bowles, Committee Member 1751 IAM
- John Farrell, Committee Member 1751 IAM
- R. N. Gray, Grand Lodge Representative.

The parties to the dispute are Trans-Canada Air Lines, and the International Association of Machinists as represented by Airline Lodge 714 and Trans-Oceanic Lodge 1751.

The Union represents certain classifications of employees in the maintenance and overhaul, station services and stores departments, of the Company. The total number of employees involved as of June 1, 1963 is 4,398, which constitutes 37.6 per cent of the total employees of the Company.

The collective agreement in question became effective July 1, 1962, and remained in effect until June 29, 1964, with the exception of the basic wage rates and the trade differentials, which were to remain in effect only until July 1, 1963, at which time the contract could be reopened for negotiation of these two items.

After a series of negotiating and conciliation meetings, which extended over the period from June 25, 1963 to August 13, 1963, the parties came to this Board with the same two issues unresolved.

The Company and Union both presented excellent briefs with exhibits that were supported by oral argument. The Board met with the parties collectively and separately, and examined in detail all of the aspects of this dispute.

It should be noted that this is the first time in their 14-year collective bargaining history that these two parties have been to a Conciliation Board. This speaks well of their relationship.

After our hearings on November 2, an executive meeting was held by the Board members on November 9, after which it was decided that we should try again to resolve the dispute. Accordingly, hearings were scheduled for November 25. As a result of long and arduous efforts made by all concerned, a memorandum of settlement was reached and has since been ratified by the Union membership. We are pleased to report the details as follows:

## Memorandum of Settlement

The parties hereto agree to recommend to their principals the acceptance of the following terms as a settlement of all the items in dispute.

*(Continued on page 161)*

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During December, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists.

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, Mrs. Frances Bairstow of Beaconsfield, Que., and H. M. Sparks of Montreal, nominees of the union and company, respectively. The report is reproduced here.



# Legal Decisions Affecting Labour

*Quebec Court of Queen's Bench rules on validity of decree under province's Collective Agreement Act. B.C. Supreme Court enjoins picketing of trucks delivering to customers; in another decision rules that arbitration board should hear evidence regarding custom of honouring lawful picket lines*

In Quebec, the Court of Queen's Bench, upholding a Superior Court judgment, ruled that a decree under the Quebec Collective Agreement Act establishing a five-day week and prescribing Sundays and Wednesdays of each week as non-working days for the distribution of bread in a specified area was constitutionally valid as being concerned with subject matters within provincial legislative competence, and did not trespass on federal jurisdiction respecting Sunday observance.

In British Columbia, the Supreme Court ruled that, under Section 3(2) of the Trade-unions Act, picketing of trucks making deliveries to customers is prohibited because the phrase "the employer's place of business, operations, or employment" in Section 3(1) of the Act does not include any place such as a street, lane or a parking area where an employer's driver stops his delivery truck to make a delivery to a customer.

In another decision, the British Columbia Supreme Court ruled that in arbitration proceedings under a collective agreement, the Board of Adjustment, before deciding whether the employer had reasonable cause in dismissing employees who refused to cross a picket line, should accept evidence regarding an alleged usage or custom whereby the employees may, without violating the terms of their collective agreement, properly refuse to cross a picket line set up in consequence of a lawful strike.

## Quebec Court of Queen's Bench . . .

**...rules that decree establishing hours of work is within provincial jurisdiction**

On June 4, 1963, the Quebec Court of Queen's Bench, Appeal Side, dismissed an appeal from a judgment of the Quebec Superior Court and held that a decree under the Collective Agreement Act, approved as required by order in council, that established a five-day week and prescribed Sundays and Wednesdays of

each week as non-working days for the distribution of bread in a specified area did not trespass on federal power respecting Sunday observance.

The Court held that the object of the decree is not the observance of Sunday as a religious day but concerns the establishment of hours of labour and a five-day work week, which are subject matters within provincial legislative competence.

A company operating a bakery in Montreal was summoned in March 1961 to appear before a Judge in the Court of Sessions of the Peace, District of Montreal, to answer a complaint laid by the Parity Committee that on Wednesday, February 8, 1961, it had committed an offence by delivering bread and other similar products in Montreal in violation of Art. V of the decree issued under Section 9 of the Collective Agreement Act.

Article V of the decree, as approved by Order in Council 1639 dated October 5, 1960, amending No. 85, provides:

V. *Hours of work, working days and non-working days:* The standard work week shall consist of five (5) working days and there shall be no delivery on Sundays and Wednesdays of each week, and all Sundays and Wednesdays are specified as non-working days.

However, in any week where a holiday occurs other than on a Wednesday, the Wednesday shall become a working day.

Section 9 of the Collective Agreement Act (as amended in 1960) in part provides:

Without restricting the generality of the preceding paragraph, the decree shall render obligatory, with respect to hours of labour, among other provisions of the collective agreement those specifying working days and non-working days or parts thereof, as well as the time when a working day shall begin and end for each category of employees.

The company applied to the Superior Court for a writ of prohibition challenging constitutional validity of the decree in question, as well as the validity of Section 9 of the Act as amended in 1960.

On April 4, 1962, the Superior Court dismissed the application for a writ of

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

prohibition and declared constitutional, legal, valid and binding the decree and Section 9 of the Act.

On appeal, the company did not attack the enabling provisions of the Collective Agreement Act, but contended that Part V of the decree was *ultra vires* of that statute. In particular, the company argued that the decree, in prohibiting deliveries on Sunday, was trespassing in the field of criminal law, reserved by S. 91 of the B.N.A. Act to the Parliament of Canada. In this respect, the company relied on the decision of the Supreme Court of Canada in *Henry Birks & Sons (Montreal) Ltd. v. Montreal and A. G. Que.* (L.G. 1956, p. 417), which set aside a Quebec statute purporting to authorize municipal councils of cities and towns to pass by-laws for the closing of stores on certain religious holidays, and the by-law of the City of Montreal passed under that statute.

Mr. Justice Hyde, in his reasons for judgment, distinguished the *Birks* case from the decree in question. He held that, in the *Birks* case, the Court found that the legislation was concerned with the observance of certain days as Holy Days and not simply as holidays, whereas, in the situation at bar, as was held by the trial judge, the disputed enactment deals essentially with the labour agreement, does not provide a penalty for a crime, provides for a matter within provincial competence, and is therefore *intra vires* of the Legislature of Quebec.

Further, Mr. Justice Hyde added that the true character and object of the decree is not Sunday observance but hours of labour and the organization of a five-day working week, which is a subject within the legislative competence of the province as determined by the Supreme Court of Canada in the reference *Re Treaty of Versailles, The Hours of Labour* (L.G. 1925, p. 671); nor is the decree objectionable in specifying in Art. VI nine named days as "holidays" for its purposes merely because two of the days have religious significance.

The Court ruled that the Judge of the Court of Sessions of the Peace did not exceed his jurisdiction in dealing with the complaint brought against the company, and that the Judge did not err in declaring valid the two orders in council sanctioning a decree issued in accordance with the Collective Agreement Act, and prescribing non-working days for the distribution of bread in a specified area. *Regina v. Court of Sessions of the Peace, Ex parte Richstone Bakeries Inc.*, (1963) 40 D.L.R. (2d) Part 2, p. 246.

## British Columbia Supreme Court . . .

...rules that the picketing of trucks making deliveries to customers is illegal

On July 23, 1963, Mr. Justice Aikins of the Supreme Court of British Columbia, dismissing an application to vary the terms of an injunction to restrain picketing, ruled that the phrase "the employer's place of business, operations, or employment" in Section 3 of the B.C. Trade-unions Act does not include any place where an employer's driver stops his delivery truck to make a delivery to a customer. Therefore, such a place may not be lawfully picketed under this section.

The plaintiffs were wholesale and retail dealers in meat, with business premises situated at 1811 Cook Street, Victoria, B.C. As part of their business, they used trucks to make both wholesale and retail deliveries to customers.

On June 28, 1963, Mr. Justice Wootton granted an *ex parte* injunction restraining Local 212 of the Amalgamated Meat Cutters and Butcher Workmen of North America from unlawfully picketing the plaintiffs' place of business.

On July 4, the same judge, on a motion to continue the injunction, granted an injunction restraining the union until the trial or until further order from, *inter alia*, unlawfully watching or besetting or picketing the premises of any of the customers or suppliers of the plaintiffs, persuading anyone not to deal or handle the products of the plaintiffs or do business with the plaintiffs, and interfering with the contractual relations of the plaintiffs with any other person or corporation, except at the plaintiffs' place of business, situated at 1811 Cook Street in Victoria.

Further, the union was restrained from molesting or threatening the employees or customers of the plaintiffs, interfering with such employees or customers entering or leaving the plaintiffs' premises, and from interfering with the employees, agents or servants of the plaintiffs while they were engaged in delivering the merchandise of the plaintiffs or while otherwise engaged in the course of their employment.

The union applied for variations of the injunction order and, in particular, asked to have added as a separate paragraph of the order, the following:

Provided nothing herein shall prevent the defendants or any of them from lawfully watching or besetting or picketing the plaintiffs' place of business situate at 1811 Cook Street, Victoria, British Columbia, and the plaintiffs' trucks used in the business or operation or service of the plaintiffs.



The union's motion was dealt with by Mr. Justice Aikins of the British Columbia Supreme Court, who noted that the order made by Mr. Justice Wootton preserved the union's right to lawfully picket at the plaintiffs' place of business at 1811 Cook Street, Victoria. Consequently, the real substance of the union's application was to have the order varied so as to permit them to lawfully picket the plaintiffs' trucks used in the plaintiffs' business.

The union did not ask for permission to have mobile pickets in a vehicle which would move in close proximity of one of the plaintiffs' trucks as it proceeded from place to place on the plaintiffs' business, displaying signs or placards as the vehicle was in movement, but asked that the union should be allowed to picket wherever one of the plaintiffs' trucks stopped to make delivery and then only for so long as the truck stopped at the point of delivery and the driver or other workman was making a delivery of merchandise to a customer.

Apparently what the union proposed to do was follow a delivery truck belonging to the plaintiffs and, as soon as it stopped to make a delivery at a customers' place of business, either display a placard from the following vehicle, which would also come to a stop, or discharge picketers from the following vehicle with placards to picket the delivery vehicle so long as it remained stationary at the place of delivery and while the delivery was taking place.

Section 3 of the B.C. Trade-unions Act, relevant to the issue at bar, reads:

3(1) Where there is a strike that is not illegal under the Labour Relations Act or a lockout, a trade union, members of which are on strike or locked out, and anyone authorized by the trade-union may, at the employer's place of business, operations, or employment, and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to

(a) enter the employer's place of business, operations, or employment; or

(b) deal in or handle the products of the employer; or

(c) do business with the employer.

(2) Except as provided in subsection (1), no trade union or other person shall persuade or endeavour to persuade anyone not to

(a) enter an employer's place of business, operations, or employment; or

(b) deal in or handle the products of any person; or

(c) do business with any person.

Under the provisions of Section 3(1) of the Act, where there is a legal strike (as was the case in the situation under review), a trade union may, at the employer's place of business, operations, or employment, without acts that are otherwise unlawful, persuade or endeavour to persuade anyone

not to do business with the employer or deal in or handle his produce. In Mr. Justice Aikins' opinion, the act of persuasion or endeavouring to persuade must be at the employer's place of business, place of operations or place of employment. The words "operations" and "employment" used must be read as if the words "place of" immediately preceded each word.

Further, Mr. Justice Aikens held that, unless the place where a delivery truck stops on a street, lane or in a parking area to make a delivery becomes, for the time that the truck is stopped and the delivery is being made, a place of business or a place of operations or a place of employment of the employer who owns the truck, then, for the union at that place to persuade or attempt to persuade any person not to do business with the employer or deal in or handle his produce is unlawful under subsection (2) of Section 3 of the Trade-unions Act.

Consequently, the question to be decided by the Court was whether the place where a delivery truck stops to deliver an employer's merchandise to a customer is to be regarded as either the employer's place of business, or the employer's place of operations, or the employer's place of employment. If such a place falls within either one or other of the three categories, then the union may lawfully picket at such place for the purpose of persuading or endeavouring to persuade persons not to deal in or handle the produce of the employer, provided that the picketing is done without acts that are otherwise unlawful.

Counsel for the union argued that the Trade-unions Act of 1959, having the effect of limiting previously enjoyed rights of picketing, should not be construed restrictively, but rather be given the broadest reasonable interpretation so as to preserve rather than eliminate a right to picket, which it was asserted was enjoyed without question prior to the passage of the present Act.

The union found support for giving the particular words a broad or liberal interpretation in the following principle expressed by Mr. Justice Rand in *Aristocratic Restaurants (1947) Ltd. v. Williams and Morrison* (L.G. 1951, p. 1553):

The fact that two of the restaurants were not within the unit of employees for which the union was authorized to act does not affect the question; the owners' economic strength is derived from his total business; and it is against that that the influence of information is being exerted.

The union argued that the Act should be interpreted so as to permit picketing at any place where the employers did anything to further their business so that the union could bring pressure to bear on the total economic strength of the employers.

Mr. Justice Aikens held that the union's argument might be of assistance if the relevant words of the statute did not have an easily ascertained plain or ordinary meaning. The words used in the statute "the employer's place of business, operations, or employment" do not seem to be ambiguous, nor does it seem that giving them their ordinary meaning in relation to the issue at bar would result in any absurdity or manifest injustice that might be presumed to be outside the intent of the legislative assembly.

In *Maxwell On Interpretations of Statutes*, 11th ed., at p. 6, a reference was made to what is called the "cardinal rule" or the "golden rule" of interpretation. In this respect, Mr. Justice Aikens referred to the following words of Chief Justice Jervis in *Mattison v. Hart* (1854), 14 CB 357, 23 LJCP 108, which seemed to him to be particularly relevant to the situation at bar:

We ought to apply to this case what has been called the golden rule of construction, namely, to give to an Act of parliament the plain, fair, literal meaning of its words, where we do not see from its scope that such meaning would be inconsistent, or would lead to manifest injustice.

Mr. Justice Aikens held that adopting the ordinary sense of the words "employer's place of business" or "employer's place of employment" does not mean any place at which an employer's delivery truck happened to stop momentarily to make delivery of merchandise to a customer. In his opinion, such a place cannot be held to be one of the employer's places of business or one of the employer's places of employment.

The union argued, however, that the plaintiffs' business is, in part, the delivery of meat to customers and that, therefore, the delivery of meat is an operation of the employer's business; that whenever a delivery takes place there is a business operation and that, therefore, the place where the delivery is consummated is one of the employer's places of operation for the length of time that the delivery is taking place.

Mr. Justice Aikens could not accept the contention that the particular place where a delivery truck stops on a street, lane, or parking area can be said to be one of the plaintiffs' places of operations. He added that the Act does not say "anywhere that

the employer operates, or does anything forming part of the operation of his business." The words are "the employer's place of . . . operations." The word "place" implies something rather less transitory and fortuitous than the place on street, lane or parking area selected by a driver to stop his vehicle and make a delivery. The word "operations" is in the plural and implies more than a single delivery of goods.

Mr. Justice Aikens concluded that, adopting the ordinary meaning of the words used, the phrase "the employer's place of . . . operations" does not mean any place that an employer's driver stops a delivery truck to make a delivery to a customer.

The application to vary the terms of the injunctions was dismissed. *Williams et al v. Local 212, Amalgamated Meat Cutters and Butcher Workmen of North America et al.*, (1963), 44 WWR, Part 8, p. 458.

### **British Columbia Supreme Court . . .**

#### **...rules arbitration board should hear evidence on honouring of picket lines**

On June 19, 1963, the British Columbia Supreme Court ruled that, in arbitration proceedings under a collective agreement concerning dismissals of employees allegedly without reasonable cause, the Board of Adjustment should accept evidence regarding an alleged usage or custom that union members may properly refuse to cross a picket line set up in consequence of a lawful strike. The Court held that such evidence was relevant to the application of the collective agreement even when the agreement was silent on the question of picketing and also silent on the question of whether the employees have the right to refuse to cross lawful picket lines.

Further, the Court ruled that it was equally open to the employer to show that no such custom or usage existed, or, if such did in fact exist, it was not applicable in the particular circumstances of the case.

Then, it would be for the Adjustment Board to determine, in the light of all the evidence adduced on both sides, whether the employer had reasonable cause in dismissing employees who failed to carry out their duties under the collective agreement because of their refusal to cross a picket line, or whether the employees had, without violating the terms of their collective agreement, the right to honour picket lines where a lawful strike was in progress. *Re Canadian Air Line Pilots Association and Pacific Western Airlines Ltd., Ex parte Bray et al.*, (1963) 40 D.L.R. (2d), Part 1, p. 125.



# Recent Regulations under Provincial Legislation

*Ontario issues comprehensive foundry safety rules. Manitoba establishes five classes of gas fitters' licences. Quebec extends Workmen's Compensation Act coverage. Newfoundland replaces its regulations for boilers and pressure vessels*

In Ontario, comprehensive safety regulations for foundries set out detailed requirements with respect to working spaces and working conditions, sanitation, ventilation, heating and personal protective equipment.

New regulations under the Manitoba Gas and Oil Burner Act provide for five classes of gas fitters' licences.

In Newfoundland, revised regulations for boilers and pressure vessels provide for 12 types of operators' certificates.

In Quebec, the coverage of the Workmen's Compensation Act has been extended, bringing under the Act many small establishments previously excluded because of the small size of the regular work force.

## **Manitoba Gas and Oil Burner Act**

Manitoba has issued new regulations governing the installation and alteration of gas-burning devices which, among other matters, make major changes with respect to the licensing of gas fitters and, for the first time, impose on gas suppliers important obligations designed to ensure the safe operation of such equipment. Issued under the Gas and Oil Burner Act as Man. Reg. 100/63, gazetted November 23, they came into force on January 1, repealing Part II of Man. Reg. 9/57 (L.G. 1957, p. 469).

**Classes of Gas Fitters' Licences.** The new regulations replace the previous gas fitter's licence with the following five classes of licences: commercial and industrial gas fitter's licence; domestic gas fitter's licence; liquid petroleum gas fitter's licence; utility gas fitter's licence; and special gas fitter's licence.

There are important differences in the scope of the work that each of these licences authorizes into holder to perform. A person with a commercial and industrial gas fitter's licence may install any gas equipment. The holder of a domestic gas fitter's licence may install any gas equipment where the input of a single installation does not exceed 400,000 British Thermal Units per hour, as may a person holding a utility gas fitter's licence in the course of employment with a gas utility; the latter also is specifically authorized to inspect, service or repair any gas equipment.

The holder of a liquid petroleum gas fitter's licence is restricted to installing gas equipment using liquid petroleum gas where

the input to any single installation does not exceed 125,000 British Thermal Units per hour. A person holding a special gas fitter's licence may install, service and repair gas equipment manufactured by the firm specified on his licence.

**Qualifications for Licences.** There are three ways in which a person may qualify for a commercial and industrial gas fitter's licence. He may be issued such a licence if he has held continuously a gas fitter's licence, issued under the Act, during the two-year period immediately prior to January 1, 1964, and if, in addition, he satisfies the Board of Examiners that, within that period, he has had at least one year of experience in installing and servicing commercial and industrial gas-fired equipment with an input exceeding 400,000 British Thermal Units per hour, or equivalent experience.

Alternatively, an applicant must have at least four years of practical experience under the direct supervision of a person holding a commercial and industrial gas fitter's licence. Also acceptable is a plumber's or steamfitter's certificate and, in addition, two years of practical experience under the direct supervision of a person holding a commercial and industrial gas fitter's licence.

There are two ways in which a person may qualify for a domestic gas fitter's licence. He may do so if he has at least two years of practical experience as a steamfitter, or in related work acceptable to the Board, and has one year of practical experience under the direct supervision of a person holding a gas fitter's licence, and, in addition, has completed a study course acceptable to the Board. Alternatively, he must have held, for at least two years, a licence to install and service oil-burning equipment, and have had experience, acceptable to the Board, in connection with gas-burning equipment.

In order to qualify for a liquid petroleum gas fitter's licence, an applicant must have had at least one year of practical experience in a related trade acceptable to the Board. In addition, he must have completed a course relating to liquefied petroleum installation.

A utility gas fitter's licence may be issued to a person who has specialized knowledge, acceptable to the Board, of the installation, servicing and repair of a particular type of gas equipment.

A provision for recognizing licences of other jurisdictions authorizes the Minister of Labour, on the recommendation of the Board, to issue a licence to a person who holds one of a similar type issued by another licensing authority.

**Issue and Control of Licences.** A licence is valid for the period shown on it and must show the date of expiry. If a licensee does not renew his licence for three or more years, he may be required to pass a new examination before a new licence is issued to him.

There are several controls on licences, which are intended to ensure that gas fitters comply with the legislation and obey the orders of inspectors. If a gas fitter fails to do so, the chief inspector may suspend his licence for 30 days or recommend its cancellation by the Minister.

The licensee may appeal to the Minister the suspension of a licence or a recommendation for its cancellation. The Minister, at his absolute discretion, may confirm the suspension or cancel the licence, or vary the suspension or recommendation.

The chief inspector may recommend to the Minister the reinstatement of a licence, and the Minister is empowered to do so, when the cause of the suspension no longer exists.

The Minister may reinstate a licence that has been suspended for an unstated period or cancelled. A licence suspended for a definite period is automatically reinstated when the period of suspension expires.

**Permits.** No person may install, alter or make an addition to gas equipment unless he first submits to the chief inspector a written application for a permit, giving the location of the premises and of the gas equipment, and specified information concerning the equipment. Drawings and specifications, as required by the chief inspector, must also be submitted if the total input of gas equipment exceeds 400,000 British Thermal Units per hour.

The chief inspector may not issue a permit until he is satisfied that all matters in the application, and in drawings and specifications, are in accordance with the legislation.

CSA Standard B149-1962, Installation Code for Gas Burning Appliances and Equipment, is adopted as a minimum standard for the installation, alteration, or

addition to gas equipment. The chief inspector, however, may require higher safety standards, if necessary.

**Gas Suppliers' Responsibilities.** Gas utilities are prohibited from supplying gas or connecting gas equipment until the gas fitter produces a permit for the installation and a utility gas fitter has made a complete inspection of it.

Similarly, no person may connect a liquid petroleum gas container to a new gas installation unless an application for a permit has been made. If the gas equipment is not approved, or if the hourly input of the gas equipment exceeds 60,000 British Thermal Units, the application must be approved by the chief inspector and a permit issued before the installation may be connected. In addition, a licensed gas fitter must first make a complete inspection of the installation and verify that it complies with the regulations and the code.

In the case of both the gas utility and the person supplying liquid petroleum gas, a written report must be made to the chief inspector within seven days from the time gas is made available, showing: location of the premises, licence number of the gas fitter who made the installation, and serial number of the permit. The report must also state whether the gas fitter's tag was attached to the gas equipment, whether all appliances carried the seal of approval, and if the installation complied with the regulations and the code.

In addition, the gas utility's report must show whether the installation was checked for leaks with a dial test on the meter, and the report of the liquid petroleum gas supplier must state the name of the person who inspected the installation.

**Gas Fitter's Responsibilities.** In order to identify the person making a gas installation and place upon him responsibility for the standard of his work, each gas fitter has a tag bearing a number assigned to him by the Department of Labour. When he completes an installation, he must affix one of these tags to it.

He must also post in a visible location his name, address, telephone number, and the manufacturer's instructions for the operation of the gas equipment that he has installed.

When the oil storage tank is removed on conversion of oil-fired equipment to gas firing, the gas fitter must remove the fill and vent pipes. Certain responsibilities are also imposed upon him with respect to safety valves on hot water or steam boilers that have been fired by another fuel and converted to gas.



**Powers of Inspectors.** The chief inspector is required to have inspections of gas equipment made. He may approve or reject equipment conditionally or unconditionally.

An inspector has authority to enter premises to inspect gas equipment during reasonable hours. If equipment is improperly installed or altered, he may order the owner of the building or premises not to use it until the installation or alteration conforms with the regulations.

The owner may appeal to the chief inspector against such an order. The chief inspector must give written notice to the installer and to the owner of the equipment—who are required to comply with it—specifying any defects and the time allowed for their correction.

Provision is made, however, for an appeal to the Minister from an order of the chief inspector. The Minister has absolute discretion to confirm or vary an order, and his decision is final.

**Other Safety Matters.** The regulations provide that no person may weld or make a welded connection to any gas equipment unless he holds a welder's certificate issued under the Steam and Pressure Plants Act, and each weld must be stamped by his number.

Running repairs to gas-burning equipment may be made by the holder of a Third Class Operating Engineer's certificate, or higher, in the plant where he is employed, but not elsewhere.

No person may alter approved gas equipment unless he first obtains the chief inspector's approval to do so.

#### **N.B. Workmen's Compensation Act**

In New Brunswick, the operation of taverns was brought under Part I of the Workmen's Compensation Act, the collective liability section, by O.C. 63-845, gazetted December 11.

#### **Newfoundland Boiler and Pressure Vessel Act, 1959**

New Boiler and Pressure Vessel Regulations, 1963, in Newfoundland provide for 12 types of certificates of competency for operators and allow specified types of pressure plants of smaller capacity, equipped with automatic controls and safety devices, to be operated under certain conditions by uncertified personnel. These regulations, gazetted December 3, are the first to be issued under the Boiler and Pressure Vessel Act, 1959, which was proclaimed in force on December 2, 1963. The Boiler and Pressure Vessel Regulations, 1950, are revoked.

The regulations, which are in four parts, set out requirements for plant registration

and certification of operators, and lay down procedures for welding and the qualifications of welders.

**Plant Registration.** Pressure plants exceeding specified total horsepower ratings are governed by the legislation and must be registered. They are divided into seven classes as follows: stationary high-pressure heating plants; stationary low-pressure heating plants; stationary high-pressure heating and power plants; stationary refrigerating pressure plants; stationary compressed-gas pressure plants; stationary combined-pressure plants; and portable pressure plants.

The owner of a pressure plant, when applying for a plant registration certificate, must inform the Board of Examiners of the name and index number, class and year of issue of the certificate of competency held by each stationary engineer and every other operator engaged in the operation of the plant. He must also inform the Board of any subsequent changes in staff.

A certificate of plant registration must show the classification and total horsepower rating of the pressure plant concerned and the classes of personnel required to operate it.

**Inspection.** Most provisions relating to inspection are contained in the Act itself. The regulations, however, specify that all inspectors must be conversant with the CSA, ASME, and ASA codes applicable to the design, construction, maintenance, repair and inspection of all classifications of boilers, pressure vessels and pressure plants. The chief inspector or an assistant inspector must be a stationary engineer, first class, grade A or AB; an inspector must be a stationary engineer, second class, grade A or AB, or higher.

**Certificates of Competency.** The regulations provide for the following 12 types of certificates of competency, and specify the type of work the holder may do: stationary engineer, first class, grades A and AB; stationary engineer, second class, grades A and AB; stationary engineer, third class, grades A and AB; stationary engineer, fourth class, grades A and AB; fireman; compressor operator; and refrigeration operator, grades A and B.

The scope of responsibilities of the holder of a compressor operator's certificate or a refrigeration operator's certificate has been increased, eliminating the requirement to have an operating engineer in charge of plants of large capacities in these categories.

**Board of Examiners.** The regulations also contain directions for the Board of Examiners set up under the Act to appraise qualifications of candidates for certificates of competency and to appraise and deter-

mine the classification of pressure plants. The Board is required to meet at least four times a year on specified dates.

**Operation of Automatic Plants.** Special provisions now relax requirements for the supervision of certain automatically controlled pressure plants by certified personnel. Where specified types of pressure plants are equipped with automatic controls and safety devices, and production is normally curtailed at night, on Sundays and on holidays, the Board may allow an uncertified person to act as shift engineer or operator.

In such a case, however, a stationary engineer, fourth class, employed as chief engineer on a regular shift, would also assume responsibility for and supervision of the other shifts and be on call. Uncertified personnel would be responsible to him.

The types of plant to which the foregoing provisions apply are as follows: a stationary combined-pressure plant or a stationary high-pressure heating plant, not exceeding 50 horsepower; and a stationary low-pressure heating plant, a stationary refrigeration pressure plant or a stationary compressed-gas pressure plant, not exceeding 150 horsepower.

**Adoption of Codes.** The new Act authorizes the chief inspector, with the approval of the Minister of Labour, to adopt by reference, the ASA, CSA, or ASME codes, which will be enforced by inspectors. The chief inspector has now adopted two CSA codes, CSA B51-1960, Code for the Construction and Inspection of Boilers and Pressure Vessels, sixth edition, and CSA B52-1951, Mechanical Refrigeration Code, second edition.

#### **Ontario Factory, Shop and Office Building Act**

In Ontario, comprehensive new safety regulations for foundries, the first such regulations to be issued in the province, were gazetted as Ont. Reg. 332/63 on December 21 to go into force 10 days after publication.

The new regulations, which were issued under the Factory, Shop and Office Building Act, implement a recommendation of the Royal Commission on Industrial Safety. In its report the Commission stated that safety regulations for foundries had been prepared in 1955 but had never been promulgated, due principally to "certain objections relating to ventilation and sanitation raised by industry."

Inspectors of the Department of Labour, however, were said to be applying certain provisions without any defined authority to do so, and the Commission urged that the draft regulations be set out in a practicable form and implemented.

As recommended by the Commission, the regulations were rewritten and then reviewed by the Labour Safety Council, which received briefs from representatives of management and labour.

The regulations not only contain general safety rules for foundries, but also set out detailed requirements with respect to working spaces and working conditions, sanitation, ventilation, working temperatures and personal protective equipment.

**Coverage.** The new foundry regulations apply in premises where base metals or their alloys are cast in moulds or where dust-causing operations ancillary to the casting process are carried on. They do not, however, apply to places where steel ingots only are cast, or to metal refineries, nor do they cover die casting or the printing industry.

**General Safety Rules.** The regulations make it clear that, while the major responsibility for compliance rests with the employer, employees are obliged to use the personal protective equipment provided and to observe all applicable safety rules.

Any new foundry in which any part of the lowest floor level of any working space (this does not include offices, storage rooms, locker-rooms, etc.) is below the adjacent ground level, may not be put into operation without a written authorization from the chief inspector. Any existing foundry in which a similar condition prevails may not continue operating without the approval of the chief inspector.

No new foundry or addition to any existing foundry may be put into operation unless the ceiling height above the floor of every working space is at least 16 feet.

No parting material (a fine sand or other powdery substance used to prevent adhesion to the surfaces of the parts of a mould) may contain more than 2 per cent free silica unless approved in writing by the chief inspector.

All buildings, equipment and machinery must be maintained in safe working condition and must be regularly inspected by the employer or person designated by him to ensure the safety of persons in the foundry.

It is the employer's responsibility to see that certain precautions are taken with a cupola (the furnace used for melting iron or other metal in large quantities).

The bottom of every cupola must be supported by one or more adequate metal props with metal bases and wedges supported on concrete or other solid footing. The employer must provide shields or solid screens to protect employees at the slag-holes, spouts and tap holes of every cupola.



or furnace. Every cupola with a closed top must have doors on the top of the cupola hinged to act as explosion vents to the outdoors.

When work is performed in a cupola or similar place, the employer must ensure that an approved overhead protective wooden or metal cover or screen supported by props or overhead slings is provided to protect persons from falling objects.

It is also his duty to see that every cupola is equipped with a blast gate or automatic damper in the air supply pipe to the cupola, or with other positive means of preventing the accumulation of combustible gases in the air supply system when the air supply fails.

To prevent explosions, the employer must ensure that a continuous open flame or other positive means of ignition is maintained above the charging level of the cupola while it is in operation and until all combustible material is consumed.

It is also the employer's duty to see that every wheel moving on tracks at floor level is shielded so as to prevent injury to the feet of employees. Every skylight must be fitted with wired or shatter-proof glass or non-shatterable translucent material, or with protective wire netting attached to its underside.

Where metal castings or scrap are broken by means of a dropping device, a permanent shield of wood planking two inches thick, or equivalent protection, adequately supported, must be provided by the employer to protect persons from flying metal fragments.

Every tumbling mill is to be equipped with a positive locking device to prevent any movement of the mill when being loaded or unloaded. The regulations further provide that the employer must ensure that every moving part of the mill is either fully enclosed or guarded to a height of six feet or more above the adjacent walking surface.

Some responsibility for compliance is also placed on employees. The regulations expressly state that foundry employees are equally responsible with the employer for seeing that the six following general safety rules are observed:

—The employer and the employees are responsible for ensuring that the legs and supports of every cupola are protected from damage by molten metal.

—It is their duty to see that any coke, slag and unmelted metal resulting from the dropping of the cupola bottoms is removed by a mechanical rake or other mechanical means as soon as practicable after the cupola is emptied.

—Before the bottom of a cupola is dropped, a visual and audible signal must be given for at least three minutes, after which the prop or

props must be removed by a winch or similar device operated from outside a wall or shield at the cupola or from another safe location.

—No material containing ice or moisture may be charged into any furnace containing molten metal except a cupola.

No completely enclosed vessel may knowingly be charged into any furnace without first being broken open.

—Finally, the employer and employees must ensure that sufficient care is taken of chains, slings, wire-ropes and other hoisting equipment to ensure the safety of persons, having regard to the temperatures to which such equipment is exposed and the uses to which it may be put.

**General floor conditions.** The floor and any water system immediately surrounding any melting unit are to be constructed so as to prevent any accumulation of moisture under or near the melting unit.

All moulding floors, gangways (defined passageways between a metal-melting unit and a metal-pouring area), passageways and aisles must have a firm surface without holes or depressions and without slopes having a gradient of more than one in sixteen.

All permanent gangways are to be clearly marked and gangways not used for carrying molten metal are to be at least three feet wide. The regulations also prescribe the minimum width of gangways used for carrying molten metal, taking into consideration the type of container, the number of workers conveying the metal, and the direction of the traffic.

In addition, they stipulate that, where any ladle is carried by an overhead crane, adequate warning must be given before it is moved, and all employees must immediately leave the area over which the ladle is to be transported.

If molten metal is handled on a gallery or other area having any working space below it, the gallery or area must have a solid floor that will prevent molten metal from leaking or burning through it. A gallery must also have a solid barrier at least three and one-half feet high on all exposed sides to prevent metal spillage.

The regulations specify the minimum width of pouring aisles, the width varying according to the type of ladle used.

Any pit more than 24 inches deep must have its inside walls reinforced with brick, concrete, steel plate or other non-combustible material that will not cave in.

When in use, every pit is to be securely protected with railings or chains secured to stanchions, or with a solid wall, the top of which must be at least three and one-half feet above the surrounding floor. Similar precautions must be taken when a pit is not in use or, alternatively, the pit may be covered with substantial material.

**Housekeeping provisions.** All equipment and material must be kept so that they will not interfere with free movement of persons or materials, and will not constitute a safety, health, fire or explosion hazard.

Any waste material is to be removed from the working space of a foundry at least once a day. Any sand that is of no further use must be removed at a time and in a manner so as not to create a hazard to employees.

Pouring aisles, cleaning-room floors or other areas where dust is likely to accumulate, and the surface of any sand pile, must be kept sufficiently damp at all times to prevent the dissemination of dust into the general air of the foundry. They must not, however, be dampened to such an extent that molten metal in contact with the dampened sand or water is a hazard to persons in the vicinity.

All gangways and pouring aisles must be kept clear of obstructions at all times.

Any accumulation of dust is to be removed from equipment, material, and the interior of the foundry, in such a way as not to create a hazard to employees.

**Melting units and ladles.** In every foundry, a clear space, adequate for safe operating and maintenance purposes, must be provided between the outer shell of any melting unit and any wall, structure, equipment or any operation. The firing portion and fuel supply controls of each melting unit must be accessible from an aisle or be in a location remote from the unit.

If a melting unit is installed after the regulations come into force, any passageway or aisle adjacent to the unit must be at least four feet wide. The dimensions of the working space at any newly installed melting unit are also prescribed.

Every ladle is to be dried before use and located in a place which is so ventilated that no smoke or gas will enter the working space.

Guards or other protective devices are prescribed for various types of ladles.

**Ventilation.** The provisions dealing with ventilation, which are very detailed, are designed to prevent silicosis. The regulations set out standards for general ventilation equipment and very detailed requirements for local exhaust systems. These last are intended to provide for the collection and disposal of process-created harmful dusts or substances at their source of production.

Every foundry must be ventilated by a local exhaust system or by a general ventilation system or both (see also "General Ventilation," below), but whatever the method used, the system must be designed,

fabricated, installed and maintained so as to remove, as far as practicable, every impurity in the air produced by the operations that might endanger the health or safety of persons in the foundry.

Every ventilation system must discharge the air to the outside so that it does not re-enter the building.

It is the employer's responsibility to ensure that adequate provision is made for the entry of air into the foundry to replace the air discharged from the building. He must see that this air is heated when necessary to maintain in each working area at least the minimum temperature required by the legislation. This air must not be taken from a region contaminated with silica or other noxious dust or substance, and must enter the foundry in such a manner as not to create a dusty condition in the atmosphere of the foundry.

This air must enter the working space through air inlets of sufficient number and area and so arranged, located and equipped, as to give a reasonably uniform air flow across the working space without subjecting workers to air velocities exceeding 200 feet per minute. The velocity of the incoming air, may exceed this limit if an inspector thinks it is adequately controlled so as not to affect the health or comfort of an employee.

**General Ventilation.** As has been indicated, a general ventilation system is permitted in a foundry provided it is used to supplement but not to replace any prescribed local exhaust ventilation.

Subject to certain exceptions, every foundry in which iron, steel or aluminum is cast into sand moulds or moulds using sand cores, must be provided with general ventilation equipment that will ventilate the foundry with a volume of at least 2,500 cubic feet of air per minute for each ton of the maximum number of tons of metal poured in an eight-hour period, and 500 cubic feet per minute of air for each person employed during that period in the working space of the foundry.

In a foundry where brass, bronze or magnesium is cast, the general ventilation equipment must ventilate at a rate of at least 5,000 cubic feet of air per minute for each ton and 1,000 cubic feet per minute for each person.

Additional requirements are set out for a foundry of the type described above that was operating when the regulations came into force and which has a ceiling height of less than 16 feet above the working space.



A foundry in which any other metal but iron, steel, aluminum, brass, bronze or magnesium is cast, or where any mould or core other than sand is used, must be ventilated at a rate satisfactory to the chief inspector.

Moulding material that adheres to any casting may not be removed by the use of compressed air or by other means whereby dust particles may be disseminated into the air of the working space and are not controlled by local exhaust ventilation.

Every exhaust or dust collection system, stack or outlet used for the discharge of contaminated air, is to be so located, designed and constructed as to prevent the entry or return of contaminated air into any building. If, however, dust or fumes of lead, cadmium or other toxic material, are exhausted from a foundry, an inspector may require that equipment be installed to remove the toxic material from the air that is being exhausted.

With certain exceptions, no part of any dust-collecting system, local exhaust or air-cleaning system within any building, except an air-tight discharge duct from a dust collector to the exterior of the building, may be under positive pressure.

Every collector that collects aluminum or magnesium dust (except one that uses water) must be located outside the foundry or any other building unless located in a room that meets the following requirements:

1. It is used solely for the housing of dust-collecting equipment.
2. It is separated from the rest of the foundry by a dust-tight partition so constructed that it is fire resistive for at least one hour.
3. It is constructed to provide adequate explosion relief to the outdoors.

The velocity of air in the ducts of every dust collection system must be at least 3,500 feet per minute, except where the air is leaving the dust collector.

While any process producing any noxious dust, fume, gas, smoke, vapour or heat is in progress, the exhaust system must be operated continuously.

The chief inspector has discretionary power to order modifications in any foundry ventilation system after it has been installed. If, upon being tested by a competent person, the atmosphere in any part of a foundry is found to contain dangerous amounts of dusts, gases or fumes, or to be unsatisfactory to the chief inspector in some other respect, the employer must make such changes as the chief inspector directs.

**Local Exhaust Ventilation.** Where any machine or process is operated so as to form a localized source of dust, fume, gas,

smoke or mist, a local exhaust must be provided, where practicable, so that the noxious material does not enter the general atmosphere of the building.

The rate of local exhaust of every power shake-out must conform with the regulations. Other provisions specify how flat-deck or cylindrical screens and bucket elevators are to be enclosed and exhausted.

Every conveyor belt must be provided with exhaust hoods, which must be ventilated in the manner prescribed. The regulations also set out ventilation requirements for sand mullers and sand storage bins, and for various types of tumbling mills.

Special requirements are laid down for places where dry, abrasive blasting is carried on, the standards to be observed depending on where the operation is performed. Any abrasive equipment not using compressed air must be enclosed with solid material and exhausted in the manner prescribed.

Other provisions prescribe the type of ventilation to be provided at every core and annealing oven, at places where annealing boxes are filled or dumped, and for shell-moulding and shell core machines.

Every power-driven hand tool for cleaning castings must have an adequate local exhaust system attached and may be used only in a booth or on a downdraft table or grille. Other precautions to be observed depend on where such tools are used.

Where practicable, a local exhaust system must be provided for any inoculation process or any process where magnesium is mixed with any other metal.

No stationary grinding wheel, abrasive cutting-off wheel or buffing or polishing wheel may be used unless it is enclosed and locally exhausted in accordance with the regulations. The enclosure for a stationary grinding wheel or abrasive cutting-off wheel must be of sufficient strength and so located as to prevent injury to any person in the immediate vicinity of the wheel.

Every grinding or polishing belt must be enclosed, except at the working area, and be locally exhausted in the manner prescribed so that the air movement is in the direction of belt travel at the working area.

Every swing grinder is to be provided with mechanical ventilation by means of an exhaust hood or an exhaust booth approved by an inspector.

Upon the direction of an inspector, an adequate system of local exhaust ventilation must be provided wherever brass or other metal with noxious fumes is poured, or when any metal is poured into shell moulds.

Every melting unit is to be provided with ventilation to remove from the working

space all dusts, fumes, etc., produced by the melting of the metal and the combustion of the fuel.

Where brass or other metals with noxious fumes are melted, an enclosure, canopy hood, or other means for the collection of fumes or other substances produced in the melting process is to be provided as directed by an inspector.

Additional precautions must be taken when lead, cadmium or alloys containing beryllium or other metals of similar or greater toxicity are melted. In such cases, the furnace must be as completely enclosed as is practicable and the tapping spout must be locally exhausted.

**Heating.** An inspector is empowered to require in writing a minimum temperature of 50 degrees Fahrenheit to be maintained in any working space in a foundry. If, however, the foundry is heated by means of the heat generated from any process, the temperature for one hour at the beginning of the main operating shift may be less than 50 deg. F. Every washroom, locker room, change room or shower room in a foundry is to be kept at a temperature of at least 70 deg. F.

Any product of combustion from any heating unit for a foundry building must be directly vented to the outside atmosphere unless the chief inspector or a departmental engineer has approved a different arrangement.

The regulations further provide that the flow of air from any unit heater or positive-pressure hot-air system that heats a foundry must be so directed as not to increase the concentration of dust in the breathing zone of any worker nor to re-circulate dust-laden air in the working space.

Heat shields, heat-absorbent or heat-reflecting panels, cooling coils, air cooling or other means must be used to eliminate or reduce the effects of radiant heat upon persons.

**Approval of Plans and Changes.** New air-handling or air replacement systems, local or general exhaust systems, or air-heating systems, must be installed in accordance with drawings and specifications previously approved by an engineer of the Department. The same rule applies to alterations of existing systems, except in the case of minor repairs or adjustments.

Any type or arrangement of equipment, method of operation or building construction that does not strictly comply with regulations, but which provides equivalent protection, may be used with the written approval of the chief inspector.

Where, under special circumstances, strict compliance with the provisions is not adequate for the protection of employees, the chief inspector may order such modifications as he considers necessary.

**Sanitation.** In every foundry there must be a shower room with at least one shower bath supplied with hot and cold water for every 10 employees engaged on any shift. Adjacent to the shower room or wash room, the employer is to provide one or more locker rooms equipped with lockers or other suitable facilities in which employees may keep their clothes. Adequate drying facilities are also to be provided for drying work clothing.

If, after the regulations come into force, a locker room, change room, washroom or shower room is established in a building separated from the foundry, the building must be connected to the foundry by an enclosed heated passageway. This passageway is to be maintained at a temperature not less than the minimum temperature required for the working spaces of the foundry.

The walls and ceiling of any such locker room, change room, washroom or shower room must be finished in a light colour; the floor must have a smooth, waterproof surface, and the room must be maintained by the employer in a clean and sanitary condition.

**Personal Protective Equipment.** It is mandatory for an employer to provide personal protective clothing or equipment for employees engaged in specified types of work and to make sure that they use it. He must also see that an employee is informed of the requirements before allowing him to engage in work where protective clothing or equipment is required.

The employer must provide every employee whose eyes are exposed to injury from dust, flying chips or molten metal with a protective device or equipment designed to prevent injuries to the eyes.

An employee who handles molten metal must be furnished with leggings or with more adequate protective clothing if required in writing by an inspector.

Especially designed stationary or movable guards, goggles or eye shields are to be provided by the employer for any employee who is subject to direct or reflected arcs or radiation from electric-arc furnaces, welding operations or similar sources of harmful radiation.

If employees are engaged in occasional or infrequent operations that produce noxious dusts, gases, vapours or fumes, and if an inspector is satisfied that the operations do not lend themselves to the installation



of permanent mechanical ventilation equipment, the employer is obliged to provide them with proper respiratory equipment.

The employer must also ensure that a person who normally works between a source of dust or fumes and the inlet of the local exhaust system wears at all times a suitable air-supplied breathing apparatus.

Some protective clothing must be provided by the employees themselves. Foundry employees who handle molten metal are required to wear gaiter-type boots designed to prevent injury from molten metal. Persons who handle heavy objects must wear boots or shoes with protective toe boxes or steel toes.

### **Ontario Power Commission**

A new Ontario Electrical Code, applicable to all electrical equipment and electrical installations, has been approved by Ontario Regulation 304/63, issued under the Power Commission Act. Gazetted on November 23, it revokes R.R.O. 1960, Regulation 490, as amended by O. Reg. 200/62.

The term "electrical equipment" includes all equipment for the generation, transmission, distribution, supply or utilization of electric power or energy. "Electrical installation" includes the installation, maintenance, alteration, extension and repair of wiring and its connection with any electrical equipment or other part of the wiring system.

### **Quebec Workmen's Compensation Act**

In Quebec, all regulations excluding from the coverage of the Workmen's Compensation Act industries in which not more than a stated number of workmen are usually employed, were repealed by Regulation 27, which was approved by O.C. 2160 gazetted on December 14 and in force on January 1, 1964.

The following industries, which were previously excluded if fewer than four workmen were regularly employed in the establishment, are now covered regardless of the size of the work force:

Repair shops, which are not garages; blacksmiths or joiners' shops; upholstery; framing; the maintaining and operating of waterworks systems; the manufacture of rubber stamps, writing pads and patterns; butchering; the cutting and storage of natural ice and the trade, transportation or delivery of natural or artificial ice; the coal and wood business, timber trade and the building materials business; planing mills and door and sash factories; and carpentry, joinery or cabinet-making work in a work shop.

Further, general transportation of any kind (except as provided for in Chapter I, par. i), including scavenging, street cleaning and removal of snow or ice; bricklaying, masonry or stone setting; plastering, concrete or cement work in connection with buildings; excavation

work connected with buildings; structural carpentry; lathing; installation of pipe organs; house wrecking or house moving; painting, decorating or renovating; glazing or installation of plate glass; sheetmetal work; roofing; the erection of lightning rods; electric wiring of buildings or installation of lighting fixtures; plumbing, heating or sanitary engineering; and gas or steam fitting.

Industries previously included only if six or more workers were regularly employed in an establishment are now covered regardless of the number of persons employed. These are:

The cutting or sawing of firewood; the manufacture of cheese and butter and the operation of a creamery or dairy; the construction and exploiting of telephone lines and works connected thereto; laundries operated by motive power, cleaning, dyeing and laundering establishments; quarrying of and prospecting for stones and metals; the manufacture of artificial plumes and flowers; confectionaries; bakeries; the cutting, felling, piling, transportation of logs, wood, or wood bark and the peeling of logs by hand; window-cleaning; the fishing industry; the sale, service or repair of motor vehicles; public or storage garages; the sale, storage, distribution and handling of gasoline, fuel oil, propane gas, the operation of pipe lines and similar undertakings; and the manufacturing of artificial limbs.

All sawmills are now covered regardless of size, whereas previously those with fewer than seven employees were excluded.

Coverage has also been extended to the following other industries previously excluded if fewer than seven persons were usually employed: milling; the manufacture of cereals or cattle foods; warehousing or handling of grain or operation of grain elevators, threshing machines, clover mills or ensilage cutters.

The repeal of these numerical exclusions means that many small establishments where dangerous operations are performed are now subject to the collective liability provisions of the Act. Previously, such places were covered only on the application of the employer, and unless he applied for coverage, an employee was not entitled to benefits.

### **Saskatchewan Radiological Health Act**

In Saskatchewan, the Radiological Health Act, 1961, was brought into force on December 15, 1963, by a proclamation gazetted on December 13.

This Act provides for the registration of radiation installations and radiation equipment; prohibits the establishment of a radiation installation for industrial purposes without departmental approval of plans; and requires persons in control of the possession and use of radiation equipment to be qualified in accordance with the legislation.

*(Continued on page 180)*

# Monthly Report on Operation of the Unemployment Insurance Act

*Total of claimants for unemployment insurance benefit at end  
of November down 20 per cent from the number a year earlier*

Claimants for unemployment insurance benefit numbered 303,400 on November 29. This number was 40 per cent larger than the total of 218,900 on October 31 but 20 per cent smaller than the figure of 374,200 on November 30, 1962.

Between 85 and 90 per cent of the increase from October to November 1963 was made up of males, who comprised 72 per cent of the November 29 total compared with 66 per cent on October 31 and 74 per cent on November 30, 1962.

Persons who began to claim benefit during the month made up 60 per cent of the November 29 total and 66 per cent of them were males. Those who became claimants during the month made up 52 per cent of the October 31 total, of whom 57 per cent were males.

Most of the claimants on November 29 had been on claim from one to four weeks; 21 per cent of the males and 30 per cent of the females had been on claim five to thirteen weeks; 8 per cent of the males and 16 per cent of the female claimants, 14 to 26 weeks.

## Initial and Renewal Claims

Initial and renewal claims filed during November numbered 189,400, an increase of 63,200, or 50 per cent, compared with the October total. Compared with the total of 243,600 in November 1962, however, it was a reduction of between 20 and 25 per cent.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in November was estimated to be 161,200, compared with 148,800 in October and 189,000 in November 1962.

Payments during the month totalled \$15,500,000, which was 10 per cent more than the October total of \$14,000,000 but 20 per cent less than the figure of \$18,900,000 in November 1962.

The average weekly payment was \$23.98 in November, \$23.51 in October and \$23.85 in November 1962.

## Insurance Registrations

On November 30, insurance books or contribution cards had been issued to 4,926,889 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 336,871, a decrease of 1,214 since October 30.

## Enforcement Statistics

During November, 11,879 investigations were conducted by enforcement officers across Canada. Of these, 7,515 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 381 were miscellaneous investigations. The remaining 3,983 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 302 cases, 121 against employers and 181 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,658.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled \$30,336,617.41, compared with \$30,963,087.46 in October and \$29,588,260.44 in November 1962.

Benefits paid in November totalled \$15,467,325.53, compared with \$13,989,451.92 in October and \$18,933,672.63 in November 1962.

The balance of the Fund on November 30 was \$56,134,336.10; on October 31 it was \$41,265,044.22, and on November 30, 1962, it was \$100,583,175.19.

\* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.



# Monthly Report of Placement Operations of the NES

Placements by National Employment Service local offices during December numbered 104,900, of which 65,900 were placements of men and 39,000 placements of women. This represented an increase of 7.9 per cent from December 1962, accounted for by a rise of 14.6 per cent in placements of men and a decline of 1.7 per cent in placements of women.

For the year 1963, placements totalled 1,178,100. This marked the third consecutive year in which well over a million persons were placed in employment by the NES. Of the total, male placements numbered 790,400 and female placements, 387,700, or 67.1 per cent and 32.9 per cent respectively.

Placements involving the movement of workers from one area to another comprised 2.6 per cent of December's placements, fractionally less than the 2.7 per cent in December 1962. Transfers during the whole of 1963 accounted for 5.3 per cent of all placements. This proportion was slightly

lower than 1962 but higher than any other year since 1946.

Regionally, placements during December and the year were as follows:

	<i>December 1963</i>	<i>1963</i>
Atlantic .....	8,400.....	84,100
Quebec .....	32,500.....	341,500
Ontario .....	33,600.....	407,800
Prairie .....	18,600.....	202,900
Pacific .....	11,800.....	141,900

Vacancies notified to NES offices during December numbered 106,900, a rise of 8.3 per cent over the number during the same month last year. As with placements, the increase was confined to vacancies for men, which at 67,700 were 16.3 per cent higher than in December 1962. Vacancies for women, numbering 39,200, decreased by 3.1 per cent.

The cumulative total of vacancies notified in 1963 was 1,446,000, comprising 938,100 (64.9 per cent) male vacancies and 507,900 (35.1 per cent) female vacancies.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB 2270, Nov. 8, 1963

**Summary of the Main Facts:** The claimant, single, 21 years of age, who lived in a village in Nova Scotia about 25 miles from the nearest town, filed a postal application for unemployment insurance benefit dated January 22, 1963 and was registered for employment as a waitress. A benefit period was established effective January 6, 1963.

According to the application, she had worked as a waitress at a service station restaurant in her village from May 28, 1962, to January 5, 1963, when she was laid off temporarily. Her rate of pay was \$20.00 a week, plus.

In the Confirmation of Separation (Form UIC 479) the employer wrote: "Business Discontinued."

In a letter dated March 19, 1963, the local office of the Commission notified the claimant of an offer of continuing employment as a waitress in the nearest town at a starting wage of \$18 a week plus meals, which was in accordance with the prevailing rate of pay in the district for that type of work. The hours of work were eight a day and 48 a week, shift work. The restaurant was reported to be a distance of approximately 20 miles from her home and she

would have had to arrange for her transportation. The local office commented that the claimant's Postal Application for Employment stated that she would accept waitress work in that town.

The claimant wrote to the local office on March 20 that the offered employment was "not suitable for me as it is 25 miles from my home and I have no way of transportation to work there whatsoever." She explained that she had had a job that was seasonable and handy to her home, and that she would be returning to work in May. "I have to be home at night to stay with my mother as my father has got a bad heart condition and she can't stay alone at night," she added.

By letter dated March 25, the local office asked the claimant to state the employment opportunities in or near her village that would enable her to be home each night, and what efforts she had made to secure employment since January 6. In her reply, dated March 27, she wrote that:

The employment opportunities which enable me to be home each night is that I work day shift at the [service station] restaurant here from 11.00 a.m. to 7.00 p.m. and it is approximately a two-minute walk from my home.

I have made no efforts to secure employment as a waitress elsewhere because my job at the restaurant here is seasonable, . . . and there is no other restaurant in [the village] where I can secure work during the winter months as a waitress to enable me to be home each night . . .

The insurance officer disqualified the claimant and suspended benefit from March 17 to April 27, 1963 inclusive, on the ground that, after having become aware of a situation in suitable employment, she without good cause, refused to carry out written instructions for such situation when it was offered to her (Section 59(1)(a) of the Act).

The claimant's prospective employer wrote on March 31 that the claimant had been working at his restaurant under the previous owner for two years and that he expected to hire her in May, "as her job is seasonal here."

The claimant appealed to a board of referees in a letter dated April 2. She wrote:

I think I shouldn't have been disqualified on account of my job being seasonable here and I will be going back to work in May, and the two jobs as waitress in S— and A— are not suitable for me, as [one] is about 20 miles and the [other] about 27 miles from my home and I have no convenient transportation to work to either one . . . Furthermore, the only transportation of convenience to the two jobs would be by taxi, costing between \$5.00 to \$7.00 one way. Making \$18.00 per week as waitress, I really couldn't make any money at these two jobs. . .

A board of referees heard the case in New Glasgow on April 30, 1963. The claimant was neither present nor represented at the hearing. The unanimous decision of the board is as follows:

The Board finds that the claimant lives in an area in a small country district where employment opportunities are virtually non-existent and refused employment in the closest industrial centre where employment was available because of lack of transportation facilities. The Board has also taken into consideration that the claimant is single and 21 and if desirous of work should have obtained living accommodations near the proposed job opportunity, and does not consider lack of transportation facilities from her home just cause for refusing to apply for a situation in suitable employment.

The appeal is disallowed. . .

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire. After retelling the story of her previous employment and layoff, her expectation of being re-employed, her rejection of the job offer and her subsequent disqualification, she said she had looked for a boarding house near the offered job and had spoken with "some of the girls that work at the said restaurant." They told

her, she said, that the nearest boarding house was from 3½ to 4 miles away.

This would be quite a walk for me; also, if I had to work (which likely I would have) a 4 p.m. to 12 midnight shift and . . . a rain, snow or any other kind of a storm should arise, would anyone say that I should be expected to walk that distance?

" . . . checking on board prices, would cost me about \$2.50 to \$3.00 per day and for six days a week would be about \$18.00, and only offer \$18.00 per week; I would be wasting my time working for nothing, therefore I didn't accept the [two] waitress jobs . . . therefore I feel that I should be given my insurance benefits and not have been disqualified . . .

Leave to appeal to the Umpire was granted by the chairman of the board of referees on the ground of whether or not the claimant could refuse to accept a situation in suitable employment during a three- or four-month seasonal layoff in her regular employment.

On September 9, the claimant's representative addressed the following letter to the Chief of the Adjudication Division of the Unemployment Insurance Commission at Ottawa:

In a recent letter to [claimant], you stated your willingness to have statements of observations bearing on [her] case considered. Although I do not know [her] personally, I am very familiar with the circumstances on which she bases her appeal.

Her home is at L—, a village about twenty-five miles from the town of A—. When she became seasonally unemployed at L—, she applied at your New Glasgow office, and after a time was offered a job at [a drive-in] restaurant. This particular restaurant is not in the town of A—, but rather, is on the highway about three and one-half or four miles from A—.

The wages offered by the restaurant are such that any person taking employment there could anticipate a regular loss in the season when business (and therefore tips) is scarce, unless that person lived in his or her own home in A— or between A— and the restaurant. In other words, it seems very doubtful to me that any person who had to pay board, room rent, and transportation could "make ends meet" at the wages offered during the slow seasons. I do not wish to suggest that the wages are too low—the restaurant, presumably, can find persons so situated that they can afford to accept the employment. What I am suggesting [is] that the offer of employment would be considerable only to a person specially situated . . .

**Considerations and Conclusions:** The claimant, in effect, said in her appeal to the Umpire that she had been informed that no living accommodation was to be found near the prospective place of employment and that the nearest boarding house was in A—, a distance of "from 3½ to 4 miles away" which, in the absence of any means of transportation, she would have had to walk, sometimes after midnight, as the job called for shift work.



I consider that, under those circumstances and in the absence of any evidence to show that daily transportation between A— and S— or nearer living accommodation could have been found, the claimant has proved, as required by section 59(1) of the Act, that she had “good cause” for failing to carry out the written instructions which were sent to her on March 29, 1963.

I consequently decide to allow the claimant's appeal.

## Decision CUB 2271, Nov. 8, 1963

(Translation)

The claimant filed an initial application for benefit on March 13, 1963. She had been employed as a day labourer by The Dominion — Co., W—, Que., from October 22, 1962, to February 26, 1963. She made the following statement:

I have been dismissed for lack of work. I am available for and capable of work only at The Dominion Co. I will not work at any other place. I was told it was only a temporary layoff. I will be called as soon as work is resumed.

The insurance officer disqualified the claimant and suspended benefit from March 10, 1963, on the ground that, in his opinion, the claimant had not established that she was available for work, as required by section 54(2)(a) of the Act, since she was restricting her availability to one employer only.

On April 3, 1963, the claimant signed the following statement:

I, —, do declare that I was not laid off permanently, but only for a limited period of time. I am not interested in working elsewhere.

I have undergone a heart operation in the past and I can perform only certain type of work, that is why I wish to stay with my former employer.

On April 26, the claimant appealed to a board of referees. Her appeal reads:

I have never refused to work in W—; . . . I am returning to work on Monday, but there seems to be some misunderstanding about the work; I wanted to work in W— and not in V— nor in any other place. I am returning to work on April 29, 1963.

The claimant did not appear herself nor was she represented when her case was heard by the board of referees in Drum-

mondville on May 23. The unanimous decision of the board reads in part as follows:

Each case of this nature must obviously be decided on its merits and in the present circumstances one must presume that no employer would have engaged the claimant knowing that she was to return to the Dominion Co. on April 29, 1963. Moreover, no position, not even a temporary one, was offered to the claimant.

Under the circumstances, the board of referees has given the claimant the benefit of the doubt without a dissenting voice, and decided to entertain her appeal and set aside the decision of the insurance officer.

On July 15 the insurance officer appealed to the Umpire and, on August 23, submitted the following reasons:

. . . We submit that the board of referees has erred in deciding that the claimant had established her availability for work as of March 13, 1963. The claimant has stated in non-equivocal terms on March 13, March 26 and April 3, 1963, that she was not available for work until she had returned to her former employer where no vacancies were reported at the time. Her late contradictory statement, made on April 26, 1963, does not carry much weight against her former statements and did not impress the board of referees.

A claimant who declares that he is not available for work during a period of temporary layoff certainly does not establish that he is available for work as required to do by the Act (CUBs 1956, 1969 and 2054). During a temporary lay-off, a claimant may prove his availability for work, only if he is willing to accept a short-term assignment pending his return to his regular work (CUB 2165).

We feel the decision of the board of referees must be reversed and the appeal of the insurance officer maintained.

**Considerations and Conclusions:** According to the established jurisprudence, a claimant who is unemployed for a short period of time is not relieved from proving his availability for work in accordance with section 54(2)(a) of the Act.

The statements made by the claimant are clearly to the effect that she was willing to accept work only with her regular employer and that the latter had none to offer during the period in question.

Therefore, and for the same reasons as those stated by the insurance officer in his appeal, I decided to reverse the decision of the board of referees.

I consequently decided to allow the insurance officer's appeal.

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in December

#### Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 223 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 137 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 121 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St Lawrence Seaway Authority and the Departments of Defence Production, Mines and Technical Surveys, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	110	\$576,487.00
Post Office .....	6	368,466.50
Royal Canadian Mounted Police .....	2	8,361.75
Transport .....	1	7,425.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in December

During December the sum of \$3,748.61 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 104 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in December

### DEPARTMENT OF AGRICULTURE

*Near Outlook Sask:* Cathodic Protection Service Ltd, construction of cathodic protection for tunnels, stage 1 (contract 39), South Saskatchewan River Project.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Montreal Que:* Belgo Construction Reg'd, replacement of stair hall windows, Le Domaine Apartment Project; Nazalpino Construction Ltd, repairs to wooden windows, Villeray Terrasse.

In addition, this Corporation awarded nine contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Eskasoni Indian Agency N S:* Stephens Construction Ltd, construction of school & recreation room addition to Eskasoni IDS, Eskasoni IR. *Pointe Bleue Indian Agency Que:* Andre Cloutier Ltd, installation of ventilating fans, Pointe Bleue IRS. *Clandeboyne Indian Agency Man:* Sasaki & Associates Ltd, installation of dishwashing facilities, Assiniboine IRS.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Summerside P E I:* Universal Electric, Division of Univex Electrical, Construction & Engineering Ltd, installation of aerodrome lighting facilities, RCAF Station. *Cornwallis N S:* Planned Renovators Ltd, interior painting, bldgs No. 7 & No. 20, HMCS Cornwall; Eastern Contracting Ltd, replacing wood foundation walls with concrete in five bldgs, HMCS Cornwallis. *Dartmouth N S:* Parker Bros (1960) Ltd, plaster repairs & painting, Bldg No. 100, HMCS Shearwater. *Debert N S:* McDonald Construction Co Ltd, construction of reservoir & installation of sprinkler system in stores depot, Camp. *Halifax N S:* Parker Bros (1960) Ltd, interior painting of various bldgs, Windsor Park. *Chatham N B:* Cambrian Construction Ltd, modifications to hangar facilities & armament compound, RCAF Station. *Bagotville Que:* Frs Jobin Inc, modifications to hangar facilities & armament compound, RCAF Station; Atelier de Peinture Inc, fire retardant painting of two barrack blocks, RCAF Station; Krauspe & Krauspe, interior painting of 57 PMQs. *Valcartier Que:* Cardinal Painting & Decorating Co Ltd, interior painting of 200 PMQs, Camp. *Val d'Or Que:* Paquin Construction Co Ltd, modifications to hangar facilities & armament compound, RCAF Station. *Gloucester Ont:* Hansa Construction Ltd, construction of addition to administration bldg, HMCS Gloucester. *Leitrim Ont:* Roseboro Construction & Equipment Ltd, construction of antennae, Ottawa Wireless Station. *Calgary Alta:* Taylor Decorating Ltd, interior painting of four bldgs, Currie Barracks. *Comox B C:* Brockbank & Hemingway Ltd, modifications to hangar facilities & armament compound, RCAF Station.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

### DEPARTMENT OF DEFENCE PRODUCTION

*Summerside P E I:* Maritime Asphalt Products Ltd, repainting interior of various bldgs, RCAF Station. *Cornwallis N S:* D J Lowe Ltd, interior painting of 30 married quarters, HMCS Cornwallis; D J Lowe Ltd, construction of timber shore protection wall, HMCS Cornwallis. *Greenwood N S:* Hilchie Septic Tank Service Ltd, cleaning & interior painting of two fuel storage tanks, RCAF Station. *Halifax N S:* T Hogan & Co Ltd, boiler

repairs, central heating plant, HMCS *Stadacona*; James F Lahey Ltd, interior painting, bldg No. 61, Windsor Park. *Shearwater N S*: J L Nichols Contracting Ltd, installation of drainage system in PMQ area, RCN Air Station. *Sydney N S*: M R Chappell Ltd, replacement of canopies, Bldg No 17-4, 17-5 & 17-6, Point Edward Naval Base; Stephens Construction Ltd., repairs to deck, Seaward Defence Jetty, Point Edward Naval Base. *St Stephen N B*: Edward M DeLay, renovations to basement of Armoury. *Hull Que*: Robert Strang, painting & plaster repairs, Armouries. *Quebec Que*: Guard-X Inc, installation of fire alarm system, Grande Allee Armoury. *Westmount Que*: Atlas Mastic Asphalt Ltd, resurfacing of vehicles bay & drill hall floors, 3 Hillside Ave. *Clinton Ont*: W MacDonald Electric Co Ltd, installation of fire detection & alarm system in Bldgs No. 8 & No. 8, RCAF Station. *Guelph Ont*: Carere, Boles & Trimble Ltd, alterations to heating & stores accommodation, Armoury. *London Ont*: Tripod Construction Ltd, alterations to No. 27 COD, Highbury Ave. *Ottawa Ont*: Ottawa Painting & Decorating Reg'd, interior painting of Beach Bldg. *Picton Ont*: Arthur A Sills & Sons Ltd, replacement of drill hall floor. *Port Arthur Ont*: D R McCormick Electric Ltd, installation of fire detection system in Bldgs No 1 & No. 2, Armoury. *Suffield Alta*: McGregor Telephone & Power Construction Co Ltd, erection of power line & modification & repairs to existing power lines, Experimental Station. *Esquimalt B C*: K J Howe, interior painting of 22 residences, Belmont Park. *Masset B C*: Central Electric, removal & replacement of 56 power poles, RCN Naval Radio Station.

In addition, this Department awarded 47 contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF MINES AND TECHNICAL SURVEYS

This Department awarded three contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Prince Edward Island National Park P E I*: Williams & Murphy Ltd, construction of toilet bldgs & kitchen shelters, Rustico Island Campground.

#### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Elmira Ont*: Dunker Construction Ltd, construction of sewage treatment plant. *Winnipeg Man*: Borger Bros (1963) Ltd, construction of St James interceptor, Sections A & B, St Charles Golf Course to Parkdale Blvd; Nelson River Construction, Section C, from Assiniboine River to Roblin Blvd; Nelson River Construction, construction of Charleswood lagoon sewage forcemain from Perimeter Road pumping station to Charleswood lagoon; Nelson River Construction, construction of Charleswood lagoon effluent pipeline from Charleswood lagoon to Assiniboine River.

#### DEPARTMENT OF PUBLIC WORKS

*Cottrell's Cove Nfld*: Gid Sacrey Ltd, wharf repairs. *Exploits Nfld*: Guy H Eveleigh, wharf repairs. *Lark Harbour Nfld*: Pelley Enterprises Ltd, wharf extension. *Marystown Nfld*: Spracklin & Reid Ltd, wharf reconstruction. *Point Lance Nfld*: Avalon Construction & Engineering Ltd., community stage repairs. *Point Leamington Nfld*: Gid Sacrey Ltd, wharf reconstruction. *Port Anson Nfld*: Pelley Enterprises Ltd, wharf repairs. *Port au Choix Nfld*: Pinsent Construction Co Ltd, wharf repairs. *St John's Nfld*: Avalon Construction & Engineering Ltd, harbour fender system improvements, north shore; Colonial Construction Co Ltd, harbour improvements (pumping station). *Woodstock Nfld*: Gid Sacrey Ltd, wharf extension. *Fisherman's Harbour N S*: Colin R MacDonald Ltd, reconstruction of groynes. *Halifax N S*: J E Mahar & Son Co Ltd, alterations to electrical system, federal bldg. *Maughers Beach N S*: Naugle's Sand & Gravel Co Ltd, construction of protection works for Department of Transport. *Parrsboro N S*: Joseph Almon, wharf repairs. *Pictou N S*: Universal Electric, installation of power outlets & lighting for warehouse, pier "C"; Ronald C Goodall & Alfred E MacMaster, construction of rock talus. *Poirierville N S*: Gerald J Forgeron, wharf repairs. *Port Maitland N S*: Clare Construction Co Ltd, harbour improvements (breakwater repairs). *St. Peters N S*: M R Chappell Ltd, construction of post office bldg. *Seal Island N S*: Shelburne Contracting Ltd, harbour improvements. *Tiverton N S*: E K Potter Ltd, wharf repairs. *Wedgeport N S*: Kenney Construction Co Ltd, breakwater repairs. *Fairhaven N B*: Fundy Contractors Ltd, wharf extension. *Little Cape N B*: Scott Wheaton Ltd, wharf repairs. *Port Elgin N B*: Price Construction Co, wharf repairs. *Albanet Que*: Louis Dallaire & Fils Ltee, construction of post office bldg. *Anse au Griffon Que*: Julien Synnott, harbour repairs. *Asbestos Que*: Laurier Vachon Ltee, alterations to federal bldg. *Cap St Ignace Que*: Henri Pelletier,



construction of post office bldg. *Jacques Cartier Que*: Prieur Entreprises Inc, alterations to post office. *La Sarre Que*: Gilles Mercier Enr, quay wall reconstruction. *Montreal Que*: St Lawrence Steeple Jacks Co Ltd, interior painting, Postal Station "H", 1420 Ste Catherine St. W. *Notre Dame de Pontmain Que*: Emilien Maille Inc, wharf reconstruction. *Sacre Cœur Que*: Maurice Roy, wharf repairs. *St Francois du Lac Que*: Wilson Jacob, construction of post office bldg. *Ste Genevieve de Pierrefonds (Roxboro) Que*: Arthur Bellefeuille, cleaning interior of new federal bldg. *St Prime Que*: Louis Dallaire et Fils Ltee, construction of post office bldg. *St Sulpice (Ile Bouchard) Que*: Turnbull Construction Inc, lengthening slips & landing facilities. *Sept Iles Que*: Landry Construction Inc, wharf repairs (Mgr Blanche St Wharf); Napoleon Brochu, construction of stone mound from Mgr Blanche St wharf toward the town wharf. *Beachburg Ont*: Peter E Sylvestre & Sons Ltd, construction of post office bldg. *Callander Ont*: Sted's Ltd, wharf repairs. *Cochennour Ont*: R B Rostek, construction of post office bldg. *Fort William Ont*: Bird Construction Co Ltd, construction of federal bldg. *Ivy Lea Ont*: Robert D Mackey Construction Co Ltd, reconstruction of wharf. *Kingston Ont*: James Kemp Construction Ltd, alterations & addition to cell block, Prison for Women; A Lancot Construction Co, repairs to seawall, Royal Military College. *Ottawa Ont*: P E Brule Co Ltd, construction of apiculture processing & services bldg, CEF; A G Reed Ltd, installation of emergency lighting at 555, 556, 588, 615 Booth St; Dairy Technology Bldg, CEF; Justice Bldg, Wellington St; Hunter Bldg, O'Connor St; P O Finance Bldg, Confederation Heights. *Port Hope Ont*: B Zaitz Construction & Marine Ltd, renewal of waling, Queen's Wharf. *South Baymouth Ont*: G F Coles Construction Ltd, small boat harbour improvements. *Toronto Ont*: Price Air Conditioning Co Ltd, alterations & addition to ventilation of Queen's Printer accommodation, Dominion Public Bldg, 1 Front St. *Woodstock Ont*: Ellis-Don Ltd, construction of federal bldg. *Pilot Mound Man*: G L Holmes, construction of post office bldg. *Reston Man*: Gotthard Peterson Construction Co Ltd, construction of post office bldg. *Winnipeg Man*: Surety Construction Co Ltd, construction of cereal growth & service bldg, Research Station. *Craik Sask*: C W Hill Construction Ltd, construction of post office bldg. *Hafford Sask*: J G J Wolfe Construction Ltd, construction of post office bldg. *Lashburn Sask*: J G J Wolfe Construction Ltd, construction of post office bldg. *Pelly Sask*: Wm Slowski, construction of post office bldg. *Spalding Sask*: Wm Slowski, construction of post office bldg. *Blairmore Alta*: Glen Little, alterations to federal bldg for RCMP offices & living quarters. *Killam Alta*: D S Greenfield Construction Ltd, construction of post office bldg. *Picture Butte Alta*: Getkate Masonry Construction Ltd, construction of post office bldg. *Sangudo Alta*: D S Greenfield Construction Ltd, construction of post office bldg. *Sedgewick Alta*: D S Greenfield Construction Ltd, construction of post office bldg. *Trochu Alta*: Silisky Construction Ltd, construction of post office bldg. *Warner Alta*: Getkate Masonry Construction Ltd, construction of post office bldg. *near Chilliwack B C*: Cattermole Timber Ltd, improvements to bank protection, Big Eddy Area, Fraser River. *Kuper Island B C*: B C Pile Drivers Ltd, float construction. *Matsqui B C*: Commonwealth Construction Co Ltd, construction of bldg for Matsqui Institution (Contract No 2). *Skaha Lake (Penticton) B C*: Interior Contracting Co Ltd, breakwater construction.

In addition, this Department awarded 42 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*Lachine Que*: Daniels & Mannard Heating & Air Conditioning Ltd, installation of heating system for carpenter shop, Lachine Canal. *near St Catharines, Thorald & Port Coiborne Ont*: Beamer & Lathrop Ltd, reconditioning rotating bollards of safety fenders, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded one contract containing the General Fair Wages Clause.

#### DEPARTMENT OF TRANSPORT

*Port Blandford Nfld*: M & T Construction Co Ltd, construction of two single dwellings, entrance road & related work. *Halifax N S*: E J Ludford Line Construction Ltd, installation of power distribution switch gear, International Airport. *Yarmouth N S*: Valley Services Ltd, installation of HI lighting on approach 24, MI lighting on runway 15-33 & LI lighting on approaches 15 & 33. *Dorval Que*: Inspiration Ltd, installation of cable tray & conduit system, air terminal bldg, Montreal International Airport. *Montreal Que*: Beaver Asphalt Co Ltd, paving of access road to landscaping maintenance bldg, International Airport. *near Campbellford Ont*: Intrusion-Prepakt Ltd, restoration of Dam No 8

(Continued on page 161)

## PRICE INDEX

### Consumer Price Index, January 1964

The consumer price index (1949=100) was 134.2, remaining unchanged between December and January. It was 1.7 per cent above the January 1963 index of 132.0.\*

Indexes for the food, health and personal care, and tobacco and alcohol components were unchanged between December and January. Indexes were higher for housing, transportation, and recreation and reading, while the clothing index was lower.

The food index was unchanged from 131.4 in December. Foods with price increases included powdered skim milk, cheese, bread, cake, doughnuts, cake mix, coffee and margarine, also: bananas, apples, orange juice, most fresh and canned vegetables, chicken and a few cuts of meat. Lower prices were reported for evaporated milk, sugar, eggs, oranges, tomatoes, turkey, and most cuts of meat.

The housing index increased 0.2 per cent from 137.0 to 137.3. Increases in the homeownership index moved the shelter component. In the household operation component, price increases for floor coverings and household supplies and services offset lower appliance prices.

The clothing index fell 1.0 per cent from 118.9 to 117.7, as a result of January sale prices. The index for men's wear was unchanged, but indexes for women's and children's wear, and for footwear, showed decreases.

The transportation index rose 0.4 per cent from 140.6 to 141.1, as a result of higher street car and bus fares in Toronto. The automobile operation component declined slightly. Lower prices for new cars and gasoline were partly offset by increases for motor oil.

The health and personal care index remained at its December level of 165.4. The recreation and reading index moved up 0.5 per cent from 151.4 to 152.1. Price increases occurred for radios and phonograph records in the recreation component, and for newspapers in the reading component. The tobacco and alcohol index was unchanged at 118.5.

Group indexes in January 1963 were: food 129.0, housing 135.9, clothing 114.7, transportation 139.8, health and personal care 159.8, recreation and reading 148.6 and tobacco and alcohol 117.8.

\*See Table F-1, page 178.

### City Consumer Price Indexes, Dec. 1963

Consumer price indexes (1949=100) for eight of the ten regional cities rose between November and December.\* Indexes for St. John's, Nfld., and Winnipeg declined.

Movements ranged from a decline of 0.4 per cent in St. John's to increases of 0.4 per cent in Halifax and Saint John.

Food indexes rose in six cities and declined in four, the changes ranging from a drop of 0.8 per cent in Winnipeg to a rise of 1.3 per cent in Ottawa. Housing indexes increased in five cities, fell in two cities and were unchanged in three. Indexes for the clothing component increased in all but two cities, where there was no change. Mixed movements occurred in transportation indexes: five higher and five lower. Indexes for health and personal care were up in five cities, down in three and unchanged in two. There were five higher indexes for the recreation and reading component and five unchanged. Tobacco and alcohol indexes were steady in all cities.

Regional consumer price index point changes between November and December were: Halifax +0.5 to 131.9; Saint John +0.5 to 133.8; Montreal +0.4 to 134.4; Ottawa +0.3 to 134.8; Saskatoon-Regina +0.3 to 129.0; Edmonton-Calgary +0.3 to 128.0; Toronto +0.1 to 135.3; Vancouver +0.1 to 131.9; St. John's -0.5 to 120.3†; Winnipeg -0.1 to 131.1.

### Wholesale Price Index, December 1963

Canada's general wholesale index (1935-39=100) declined 0.5 per cent in December to 245.7 from the index of 247.0 in November. The December index was 1.4 per cent above the index of 242.2 in December 1962.

Five major group indexes decreased from November, two advanced and one remained unchanged.

The vegetable products group index dropped 1.7 per cent to 233.6 from 237.6, and the animal products group index moved down 1.1 per cent to 247.6 from 250.3. The textile products group index declined 0.5 per cent to 248.4 from 249.7; the non-metallic minerals products group index edged downward to 254.2 from 254.5.

Advances of 0.3 per cent were recorded in both the wood products group index and the non-ferrous metals products group index. The wood products group rose to 327.3 from 326.4, and the non-ferrous metals group moved to 200.3 from 199.7.

\* See Table F-2, page 178.

† On base June 1951=100.



The chemical products group index remained unchanged at 188.8.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.1 per cent, from 215.8 to 216.0, in the four-week period ended Dec. 27. The field products index rose 1.2 per cent from 163.7 to 165.6, and the animal products index declined 0.5 per cent from 267.9 to 266.5.

The residential building material price index, on the base 1935-39=100, rose 0.3 per cent from 314.7 to 315.6 between November and December, and on the 1949=100 base, by 0.3 per cent also, from 138.0 to 138.4. The non-residential index (1949=100) edged up 0.1 per cent from 137.1 to 137.3.

#### U.S. Consumer Price Index, December 1963

The United States consumer price index (1957-59=100) rose by 0.2 per cent, from 107.4 to 107.6, between mid-November and mid-December. The increase during the year 1963 totalled 1.7 per cent, although the average for the year (the average of the 12 monthly indexes) rose only 1.2 per cent.

A substantial rise in prices of fruits and vegetables was the main single cause of the increases for both December and the year.

In December 1962 the index was 105.8.

#### British Index of Retail Prices, November

The British index of retail prices (Jan. 16, 1962=100) rose to 104.0 at mid-November from 103.7 at mid-October. The rise resulted chiefly from seasonal increases in the average prices of household coal and coke.

The index for November 1962 was 101.8.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 184

### Aged

1. CENTRE NATIONAL DE SOCIOLOGIE DU DROIT SOCIAL. *Cumul d'une pension de retraite et d'une activité lucrative; colloque des 16, 17 et 18 mars 1959*. Préface par L. E. Troclet. Bruxelles, Editions de l'Institut de sociologie Solvay, Université libre de Bruxelles, 1960. Pp. 224.

At head of title: Centre national de sociologie du droit social en collaboration avec l'Institut de sociologie Solvay de l'Université libre de Bruxelles.

Contains addresses presented at a conference on old-age pensions.

2. U.S. PRESIDENT, 1961-1963 (KENNEDY). *Elderly Citizens of our Nation; Message . . .* Washington, GPO, 1963. Pp. 16.

The late President spoke about what the American government is doing to help older people in 1963.

### Conferences

3. ASSOCIATION INTERNATIONALE DES SOCIOLOGUES DE LANGUE FRANÇAISE. 3ième COLLOQUE, GENÈVE, 1960. *Structures sociales et démocratie économique*. Bruxelles, Université libre de Bruxelles, Institut de sociologie Solvay, 1961. Pp. 280.

Conference held May 2, 3 and 4, 1960.

4. CANADIAN TAX FOUNDATION. *Corporate Management Conference*, Montreal, 1963. Toronto, 1963. Pp. 49.

Contents: Corporate Sales Tax Pitfalls, by Herbert O. Spindler. Permanent Establishment and Place of Business Tax Problems, by Claude Couture. Processing Income Tax Returns, by J. Gear McEntyre. Year-End Tax Considerations, by R. Alan Short. Recent Tax Cases on "Know-How", Forgiveness of Debts, Lease-Options and Lump Sum Contracts, by George T. Tamaki.

5. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Fifteenth Annual Meeting, Pittsburgh, December 27 and 28, 1962*. Edited by Gerald G. Somers. [Madison, 1963]. Pp. 359.

Some of the topics discussed were: grievance procedures in Western Europe, the role of employers' associations in industrial relations, university industrial relations courses, older workers, the role of government in collective bargaining, and balanced and depressed labour markets.

6. NATIONAL OFFICE MANAGEMENT ASSOCIATION. *Impact of Automation on the Training of Present and Future Office Employees; Proceedings of a Problem-solving Seminar held at the Coliseum, New York, June 8, 1962.* Willow Grove, Pa., c1962. Pp. 68.

Some of the topics are: training the person who trains others for office automation, training for electronic data processing, electronic data processing in the field of education, and programmed instruction.

#### Disabled—Rehabilitation

7. BATON, PIERRE. *Inadaptés scolaires et enseignement spécial.* Préface du Professeur Sylvain DeCoster. Bruxelles, Université libre de Bruxelles, Les Editions de l'Institut de sociologie, c1962. Pp. 261.

Discusses the teaching of physically handicapped students in Belgium.

8. GRANT, W. RUSSELL. *Principles of Rehabilitation.* Foreword by Sir James Paterson Ross. Edinburgh, E. & S. Livingstone, 1963. Pp. 76.

9. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Guide to Job Placement of the Mentally Retarded.* Washington, GPO, 1963. Pp. 16.

A brief outline of the type of work that can be done by a mentally retarded person.

#### Education

10. COLEMAN, JAMES SAMUEL. *The Adolescent Society; the Social Life of the Teenager and its Impact on Education,* by James S. Coleman, with the assistance of John W. C. Johnstone and Kurt Jonasohn. New York, Free Press of Glencoe, 1961. Pp. 368.

A study of the character of the adolescent society in 10 American high schools in varying types of communities, of varying sizes. The author examines the inter-relationships between the adolescent and his family, school, and community.

11. HELY, ARNOLD S. M. *New Trends in Adult Education, from Elsinore to Montreal.* Paris, UNESCO, 1962. Pp. 136.

An account of changes in the adult education movement between the International Conference on Adult Education at Elsinore, Denmark, in 1949 and the World Conference on Adult Education at Montreal in 1960.

12. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Issues in Management Education.* Paris, 1963. Pp. 92.

An examination of the present situation and trends in Europe of management education, and of the qualities and skills expected in managers, the education and training of managers, etc.

13. U.S. INTERNATIONAL CO-OPERATION ADMINISTRATION. *Technical Cooperation in Education.* Washington, 1960. Pp. 31.

14. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *The National Defense Education Act of 1958; a Summary and Analysis of the Act prepared by the Staff.* Washington, GPO, 1958. Pp. 48.

At head of title: 85th Cong., 2nd sess. Committee Print.

15. U.S. OFFICE OF EDUCATION. *Curriculum Responsibilities of State Departments of Education,* by Howard H. Cummings [and] Helen K. Mackintosh. Washington, GPO, 1958, Pp. 76.

16. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Distributive Education; a Guide to Practical Research,* by Natalie Kneeland. Washington, GPO, 1963. Pp. 41.

Contents: Considering Practical Research. Answering Questions. Following Procedures. Handling Statistical Data. Writing the Report. Using Visual Aids. Do's and Don't's.

#### Education, Vocational

17. NORTH YORK (TOWNSHIP). BOARD OF EDUCATION. ADVISORY VOCATIONAL COMMITTEE. *A Study to determine the Need for Technical Education in North York Township,* prepared... by L. S. Beattie [and others], Willowdale, Ont., 1963. Pp. 70.

Report of a survey of business, industrial and commercial enterprises in North York Township to determine the need for training at all levels full-time, part-time or extension programs.

18. SHAPOVALENKO, S. G. Ed. *Polytechnical Education in the U.S.S.R.* Paris, UNESCO, 1963. Pp. 433.

A study of polytechnical education in the secondary-school system of Russia.

19. WARREN, HUGH A. *Technical Education in the U.S.A.* London, City and Guilds of London Institute, 1963. Pp. [52].

The author, principal of the South-East London Technical College, won a scholarship sponsored by the City and Guilds of London Institute in conjunction with the English Speaking Union to study technical education in the U.S.

20. WILLIAMS, GERTRUDE (ROSENBLUM). *Apprenticeship in Europe; the Lesson for Britain.* London, Chapman & Hall, 1963. Pp. 208.

An examination of training systems in West Germany, the Netherlands, France, Italy, Switzerland, Sweden, and Belgium.



## Engineers

21. AMERICAN SOCIETY FOR ENGINEERING EDUCATION. TECHNICAL INSTITUTE EVALUATION WORKING COMMITTEE. *Characteristics of Excellence in Engineering Technology Education; Final Report of the Evaluation of Technical Institute Education*. Urbana, Ill., American Society for Engineering Education, 1962. Pp. 46.

22. COMMITTEE ON OBJECTIVE CRITERIA IN NUCLEAR ENGINEERING EDUCATION. *Report on Objective Criteria in Nuclear Engineering Education, 1960-1962*. Prepared by a Committee appointed by American Nuclear Society [and] American Society for Engineering Education. [Urbana, Ill., American Society for Engineering Education, 1963 ]. Pp. 34.

## Labour Supply

23. ILLINOIS. DEPARTMENT OF LABOUR. *Illinois Labor Force Projections for 1970*. Springfield, 1963. Pp. 26.

At head of title: State of Illinois, Department of Labour, Division of Unemployment Compensation, Illinois State Employment Service affiliated with United States Employment Service.

24. U.S. BUREAU OF EMPLOYMENT SECURITY. *Missiles, Spacecraft, and Aircraft; Labor Market Developments*. Washington, 1963. Pp. 19.

25. U.S. BUREAU OF LABOR STATISTICS. *The Forecasting of Manpower Requirements*. Prepared for Agency for International Development. Washington, GPO, 1963. Pp. 96.

This handbook is designed to help economists and statisticians in economically developing countries to initiate and carry out studies in employment forecasting.

## Labouring Classes

26. ROTHMAN, STUART. *Information for Employers and Unions entering into a Collective Bargaining Relationship for the First Time; an Address at the Information Program for Labor and Management at West Virginia University, April 18, 1963*. Washington, U.S. National Labor Relations Board, 1963. Pp. 23.

27. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *BLMR Financial Reporting Guide*. Washington, 1963. Pp. 8.

Explains how to fill out the financial reporting form required under the Labor-Management Reporting and Disclosure Act of 1959:

28. U.S. BUREAU OF LABOR STATISTICS. *Labor in Cyprus*. Washington, 1963. Pp. 44.

## Mathematics

29. U.S. OFFICE OF EDUCATION. *Analysis of Research in the Teaching of Mathematics, 1955 and 1956*, by Kenneth E. Brown. Washington, G.P.O., 1958. Pp. 73.

30. U.S. OFFICE OF EDUCATION. *Curriculum Materials in High-School Mathematics*, by Kenneth E. Brown. Washington, GPO, 1954. Pp. 40.

## Occupations

31. BIEGELEISEN, JACOB ISRAEL. *Careers and Opportunities in Commercial Art*. New rev. ed. with added material. New York, Dutton, 1963. Pp. 244.

Some of the branches of commercial art discussed are: sign painting and gold-leaf lettering; showcard and reproduction lettering; typography; book jacket design; poster painting; fashion design and illustration; cartooning; industrial design; packaging; TV scenic and costume design; cartoon animation; lettering and titling. The author also provides information on job opportunities, educational requirements, and salaries.

32. CARROLL, JOHN MILLAR. *Careers and Opportunities in Electronics*. 1st ed. New York, Dutton, 1963. Pp. 191.

Provides information about working in the electronics industry as an electronics engineer, scientist, or technician, or in a career in military or industrial electronics. Includes a chapter on careers and opportunities for women in electronics.

33. KING, ALICE GORE. *Career Opportunities for Women in Business*. 1st ed. New York, Dutton, 1963. Pp. 212.

The author is executive director of the Alumnae Advisory Center, a counseling and placement service for women, located in New York City. As well as including a chapter on how to look for a job, the book has chapters on clerical and secretarial jobs, and on non-professional jobs within the professions. There is also a description of 19 specific businesses or pursuits. In conclusion, there is information for those women who are returning to work after having been at home for some years, and for those women who wish to change jobs.

## Unemployed

34. WICKERSHAM, EDWARD DEAN. *Detroit's Insured Unemployed and Employable Welfare Recipients; Their Characteristics, Labor Market Experience, and Attitudes*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 56.

A study of the characteristics and problems of insured unemployed who had been without work for over five weeks as of the week of January 9, 1961. The author supplies answers to four questions: "1. Who are the insured unemployed? 2. What are the problems of the insured unemployed? 3. What are the skills and

income sources of the insured unemployed? 4. How do the insured unemployed feel about their job hunt, relocation, and retraining?"

35. WILCOCK, RICHARD CARRINGTON. *Unwanted Workers; Permanent Lay-offs and Long-term Unemployment* [by] Richard C. Wilcock and Walter H. Franke. New York, Free Press of Glencoe, 1963. Pp. 340.

After presenting a general picture of unemployment in the U.S., the authors report the results of a survey of unemployed workers in four Armour and Company meat-packing plants and in a company manufacturing laundry equipment. The book examines the problem of "unwanted workers," men and women who are out of work a long time because their employers have transferred operations to other areas, or because technological changes and automation have eliminated their jobs.

#### Wages and Hours

36. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Severance Pay in Union-Management Agreements in New York State*. New York, 1962. Pp. 82.

"In this report, 'severance pay' refers to plans that provide money benefits to persons whose employment relation with the company is being severed, presumably permanently." The report is based on a study of 344 collectively-bargained severance-pay plans. Provides information about prevalence of plans, eligibility of the worker, benefit received and length of service required to be eligible, and other characteristics.

37. PATCHEN, MARTIN. *The Choice of Wage Comparisons*. Englewood Cliffs, N.J., Prentice-Hall, 1961. Pp. 123.

The author examines the factors that determine to whom a person will compare himself in the matter of wages.

38. WEBER, PHILIP H. *Salary Administration for Data Processing Personnel*. Rev. ed. Elmhurst, Ill., Business Press, OA Business Publications, Inc., 1963. 1 volume (looseleaf).

This manual was prepared to be used as an operating guide for administering a salary program. Includes job descriptions, position grades and salary ranges, together with forms and procedures necessary for the salary administration program.

#### Miscellaneous

39. BORETSKY, MICHAEL. *The Soviet Challenge to U.S. Machine Building; a Study in Production and Technological Policy*. Washington, U.S. Dept. of Commerce, 1963. Pp. 73.

"Essentially a reprint of a study included in the published 1962 hearings of the Joint Economic Committee, U.S. Congress, on the 'Dimensions of Soviet economic power.'"

"A comprehensive comparison of the economics and technology of machinery production in the United States and the Soviet Union."

40. CAINE, (Sir) SYDNEY. *The History of the Foundation of the London School of Economics and Political Science*. London, London School of Economics and Political Science, University of London [and] G. Bell and Sons Ltd., 1963. Pp. 103.

The story of the London School of Economics and Political Science, and the part played by Sidney and Beatrice Webb from its establishment in October 1895 up to 1901.

41. CANADIAN TAX FOUNDATION. *Oil and Gas Production and Taxes*, [by] R. A. Simpson [and others]. Edited by Jacques Barbeau. Toronto, 1963. Pp. 298.

42. FULLER, WALTER DEANE. *What an Office Supervisor should Know about Handling People*. Chicago, Dartnell Corporation, 1963. Pp. 23.

The author is former Chairman of the Board, the Curtis Publishing Company.

43. HARRINGTON, MICHAEL. *The Other America; Poverty in the United States*. New York, Macmillan, 1963. Pp. 191.

The author estimates that there are between 40 and 50 million "poor people" in the U.S. He describes the world in which these people live.

44. HEADY, EARL OREL. *Agricultural Policy under Economic Development*. Ames, Iowa State University Press, 1962. Pp. 682.

Concerns agriculture and its economic structure, research, education, and policy activities under economic development.

45. MCCONNELL, CAMPBELL ROBERTSON. *Economics: Principles, Problems, and Policies*. 2d ed. New York, McGraw-Hill, 1963. Pp. 773.

A textbook for beginning economics students.

46. SHANKS, MICHAEL, Ed. *The Lessons of Public Enterprise; a Fabian Society Study*. With a foreword by Roy Jenkins. London, Jonathan Cape, 1963. Pp. [314].

An analysis of the progress to date of the nationalized industries in Great Britain.

47. SUPER, DONALD EDWIN. *Vocational Development; a Framework for Research* [by] Donald E. Super [and others]. New York, Bureau of Publications, Teachers College, Columbia University, 1957. Pp. 142.

Contents: The Need for a Theory of Vocational Behavior. The Scientific Study of Vocational Behavior. Vocational Behavior and Vocational Development. Vocational Maturity and Vocational Adjustment. The Patterning of Careers. Implications for Further Research. The Career Pattern Study: Collecting the Basic Data.



48. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific Research and Development in Colleges and Universities, Expenditures and Manpower, 1948*. Washington, GPO, 1963. Pp. 140.

49. SOUTH AFRICAN INSTITUTE OF RACE RELATIONS. *A Survey of Race Relations in South Africa, 1961*. Compiled

by Muriel Horrell. Johannesburg, 1962. Pp. 311.

50. U.S. BUREAU OF LABOR STATISTICS. *Seasonal Factors, Consumer Price Index: Selected Series, June 1953-May 1961*. Washington, GPO, 1963. Pp. 47.

"This bulletin supplies basic data with which [U.S.] Consumer Price Index series can be adjusted for seasonal variation."

## Vocational Rehabilitation

(Continued from page 116)

Case 4—Mr. Z, aged 58, has Grades 5 to 8 educational standards. His disability was pulmonary tuberculosis and he had to be confined to light work only. He had once been a barber. After seven months of rehabilitation services, including medical and psychological services, physiotherapy, occupational therapy and counselling, refresher training and provision of barbering tools, he was able to resume barbering and earn \$180 a month.

The foregoing are just a few examples from among many, but they do indicate some of the possibilities for vocational rehabilitation among older persons.

The federal-provincial program of vocational rehabilitation services for disabled persons, which has been operating for many years, includes medical restoration, assessment, counselling, training and employment placement. Under the provisions of the Vocational Rehabilitation of Disabled Persons Act of 1961, the program was given impetus and statutory authority.

The legislation is administered federally by the Department of Labour through the office of the National Co-ordinator, Civilian Rehabilitation. Provincially, it is operated by Provincial Co-ordinators or Directors of Rehabilitation Services, under provincial departments of welfare or health.

## Report of Board

(Continued from page 134)

1. The collective agreement, which expires June 29, 1964, shall be amended to provide:

2. A general wage increase of 4 per cent effective November 5, 1963.

3. Effective November 5, mechanics and above, both aircraft and non-aircraft, shall receive 4 cents per hour; in addition a 50 per cent lump sum adjustment from July 2, 1963 to November 4, 1963. (see below for proration).

4. A lump sum settlement in the amount of \$60.00 shall be paid to all employees on the payroll as of November 27, 1963 and on the payroll as of July 2, 1963. Those hired or in the service since July 2, 1963, shall be paid on a *pro rata* basis.

Dated this 27th day of November, 1963, at Montreal, Que.

*For the Union*

M. Pitchford  
R. G. Ulmer  
F. Grennan  
J. J. Farrell  
J. W. Bulger  
R. A. Secord  
R. A. Peterson  
E. D. Bowles  
J. E. King  
R. Nat Gray  
E. A. Smith  
M. Rygus

*For the Company*

F. C. Eyre  
D. H. Gray  
G. E. Bolton  
C. B. Hodgson  
S. G. Sheldrake

*For the Board*

Mrs. Frances Bair-  
stow  
H. M. Sparks  
W. H. Dickie

All this respectfully submitted this 12th day of December, 1963, at Toronto, Ont.

(Sgd.) W. H. Dickie,  
Chairman.

## Wage Schedules

(Continued from page 155)

at Lock 9, Trent Canal. *Fort William Ont*: Tallman Construction Co Ltd, paving of maintenance garage ramp & access road, Lakehead Airport. *London Ont*: M J Mol Construction Ltd, construction of drainage ditch for terminal bldg excavation, Airport. *Malton Ont*: J M Fuller Ltd, construction of foundation for precision approach radar, bldgs & services, Toronto International Airport. *North Bay Ont*: Steds Ltd, construction of guard rail, entrance road, Airport. *Toronto Ont*: Allied Building Services (1962) Ltd, cleaning of Air Terminal Bldg, International Airport. *Edmonton Alta*: Scandinavian Janitors Service Ltd, cleaning of Air Terminal Bldg, International Airport.

In addition, this Department awarded 18 contracts containing the General Fair Wages Clause.

# LABOUR STATISTICS

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## A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 18, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,697	573	1,899	2,465	1,143	617
Men.....	4,811	432	1,380	1,727	827	445
Women.....	1,886	141	519	738	316	172
14-19 years.....	598	55	193	195	110	45
20-24 years.....	867	91	298	275	138	65
25-44 years.....	3,020	234	868	1,132	503	283
45-64 years.....	2,004	174	494	776	353	207
65 years and over.....	208	19	46	87	39	17
Employed.....	6,231	501	1,726	2,345	1,089	570
Men.....	4,416	365	1,228	1,631	784	408
Women.....	1,815	136	498	714	305	162
Agriculture.....	573	32	111	142	275	13
Non-agriculture.....	5,658	469	1,615	2,203	814	557
Paid Workers.....	5,141	416	1,464	2,016	745	500
Men.....	3,499	292	1,005	1,365	484	353
Women.....	1,642	124	459	651	261	147
Unemployed.....	466	72	173	120	54	47
Men.....	395	67	152	96	43	37
Women.....	71	*	21	24	11	10
Persons not in the Labour Force.....	5,912	702	1,732	1,927	999	552
Men.....	1,449	203	410	437	254	145
Women.....	4,463	499	1,322	1,490	745	407

\* Less than 10,000.



**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JANUARY 18, 1964, CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> . . .	12,609	1,964	3,632	992	3,750	920	1,351
Labour force . . . . .	6,697	598	3,481	831	932	647	208
Employed . . . . .	6,231	519	3,265	720	908	623	196
Unemployed . . . . .	466	79	216	111	24	24	12
Not in labour force . . . . .	5,912	1,366	151	161	2,818	273	1,143
Participation rate <sup>(2)</sup>							
1964, January 18 . . . . .	53.1	30.4	95.8	83.8	24.9	70.3	15.4
1963, December 14 . . . . .	53.8	33.0	96.0	84.5	25.3	71.0	15.5
Unemployment rate <sup>(3)</sup>							
1964, January 18 . . . . .	7.0	13.2	6.2	13.4	2.6	3.7	5.8
1963, December 14 . . . . .	5.1	10.1	4.4	9.7	1.8	2.7	5.3

<sup>(1)</sup> Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

**TABLE A-3—UNEMPLOYED, WEEK ENDED JANUARY 18, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	January 1964	December 1963	January 1963
Total unemployed.....	466	346	541
On temporary layoff up to 30 days.....	38	20	38
Without work and seeking work.....	428	326	503
Seeking full-time work.....	410	305	481
Seeking part-time work.....	18	21	22
Seeking under 1 month.....	126	121	127
Seeking 1-3 months.....	202	132	251
Seeking 4-6 months.....	54	35	71
Seeking more than 6 months.....	46	38	54

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						Totals <sup>(3)</sup>
	Mining	Manufacturing	Transportation Storage and Communication <sup>(2)</sup>	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
November...	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December...	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9	156.3	.....	.....	.....	.....	.....	.....	1,714.1
April.....	46.7	503.2	160.7	.....	.....	.....	.....	.....	.....	1,764.8
May.....	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June.....	49.2	523.0	170.0	.....	.....	.....	.....	.....	.....	1,863.0
July.....	49.9	509.4	171.9	.....	.....	.....	.....	.....	.....	1,830.6
August.....	49.8	523.4	179.9	93.3	412.1	106.0	781.3	1,667.5	232.4	1,877.3
September...	50.1	532.6	172.4	.....	.....	.....	.....	.....	.....	1,907.5
October*....	49.7	532.2	172.6	.....	.....	.....	.....	.....	.....	1,897.9
November†..	49.3	533.7	172.0	.....	.....	.....	.....	.....	.....	1,883.6

#### Seasonally Adjusted

1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
November...	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December...	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March.....	47.6	503.3*	164.8	.....	.....	.....	.....	.....	.....	1,777.9*
April.....	48.6	508.7	165.9	.....	.....	.....	.....	.....	.....	1,789.8
May.....	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June.....	48.2	508.8	164.7	.....	.....	.....	.....	.....	.....	1,799.8
July.....	48.8	507.4	164.0	.....	.....	.....	.....	.....	.....	1,800.1
August.....	48.8	514.8	171.9	86.1	339.1	103.2	779.1	1,638.6	230.4	1,832.9
September*..	49.4	517.5	166.8	.....	.....	.....	.....	.....	.....	1,835.2
October†....	49.4	524.5	168.9	.....	.....	.....	.....	.....	.....	1,853.0
November†..	49.1	532.6	170.3	.....	.....	.....	.....	.....	.....	1,867.4

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at November 1963 employers in the principal non-agricultural industries reported a total employment of 3,074,849. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
<b>1962—</b>						
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
<b>1963—</b>						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October*.....	129.4	197.0	84.65	119.3	198.8	87.43
November†.....	128.7	197.0	84.63	118.5	200.8	88.29

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962
				\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	145.2	150.4	138.3	75.96	77.19	72.10
Prince Edward Island.....	146.4	153.3	145.4	59.50	58.27	56.00
Nova Scotia.....	98.2	100.4	96.2	68.94	68.64	65.62
New Brunswick.....	108.8	109.9	104.6	69.50	68.40	65.65
Quebec.....	129.3	129.8	125.5	82.49	82.74	79.20
Ontario.....	130.9	130.9	126.3	87.91	87.75	84.83
Manitoba.....	115.7	117.3	111.9	77.99	78.69	75.94
Saskatchewan.....	133.6	135.9	125.7	80.91	80.97	78.37
Alberta (including Northwest Territories).....	162.0	163.8	158.4	84.77	85.49	82.64
British Columbia (including Yukon).....	122.2	123.5	116.5	91.59	91.42	88.56
<b>Canada.....</b>	<b>128.7</b>	<b>129.4</b>	<b>121.3</b>	<b>81.63</b>	<b>81.65</b>	<b>81.55</b>
<b>Urban areas</b>						
St. John's.....	151.6	155.0	155.4	63.86	65.21	60.23
Sydney.....	81.4	81.8	79.7	84.78	82.60	77.70
Halifax.....	125.5	125.6	124.8	70.82	71.38	67.29
Moncton.....	116.1	109.7	117.6	62.26	63.43	61.12
Saint John.....	109.2	106.2	105.9	69.58	69.63	66.04
Chicoutimi—Jonquiere.....	116.9	116.8	109.0	100.97	103.13	99.85
Quebec.....	129.2	129.8	125.2	73.04	72.86	71.10
Sherbrooke.....	117.0	116.8	113.1	71.45	70.80	68.76
Shawinigan.....	101.2	100.1	83.0	91.47	92.25	89.88
Three Rivers.....	121.9	122.0	117.4	79.87	78.82	77.23
Drummondville.....	90.6	91.0	83.6	69.65	69.05	67.74
Montreal.....	133.6	133.5	129.1	83.65	84.04	80.53
Ottawa—Hull.....	140.7	140.9	136.1	77.40	77.80	75.34
Kingston.....	128.2	128.4	121.0	82.78	83.60	80.40
Peterborough.....	104.4	104.6	95.6	92.75	93.77	91.26
Oshawa.....	219.5	213.7	196.9	116.18	106.39	107.69
Toronto.....	147.2	146.6	142.3	87.50	88.46	84.58
Hamilton.....	121.9	120.7	116.5	91.52	91.30	90.23
St. Catharines.....	118.4	117.1	114.3	99.92	96.28	95.98
Niagara Falls.....	98.0	106.1	96.7	85.00	81.43	84.02
Brantford.....	92.9	93.5	87.2	79.52	79.87	77.02
Guelph.....	133.7	132.5	129.7	78.35	78.74	76.00
Galt.....	127.1	126.4	117.9	75.32	76.06	73.34
Kitchener.....	148.0	147.5	136.5	78.63	78.46	77.06
Sudbury.....	124.3	125.5	129.0	94.76	94.95	91.21
Timmins.....	87.3	87.7	89.2	75.32	75.26	75.61
London.....	145.9	146.9	138.7	79.62	80.24	77.23
Sarnia.....	137.1	137.2	125.3	108.94	108.41	106.26
Windsor.....	83.1	82.0	75.4	101.56	98.97	95.18
Sault Ste. Marie.....	153.9	154.1	145.0	108.12	106.86	106.24
Fort William—Port Arthur.....	143.9	114.5	109.1	85.99	84.85	83.76
Winnipeg.....	116.9	117.2	111.4	74.75	75.07	72.79
Regina.....	153.6	155.1	142.5	79.27	79.93	76.62
Saskatoon.....	148.6	149.8	138.7	73.83	74.80	72.25
Edmonton.....	209.0	211.1	204.0	78.29	79.00	77.23
Calgary.....	182.9	183.6	178.4	83.94	84.37	81.26
Vancouver.....	122.2	121.8	115.9	90.06	89.97	86.86
Victoria.....	124.5	124.2	119.6	81.53	81.16	80.38



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES, AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962
<b>Mining</b> .....	<b>114.0</b>	<b>115.4</b>	<b>114.3</b>	<b>\$ 104.05</b>	<b>\$ 103.59</b>	<b>\$ 100.70</b>
Metal mining.....	125.5	127.8	127.8	103.67	104.63	101.43
Gold.....	64.9	65.3	68.6	84.74	85.52	83.59
Other metal.....	181.9	185.8	182.7	109.95	110.86	107.64
Fuels.....	84.0	82.1	84.7	110.32	107.80	104.78
Coal.....	40.0	39.5	39.6	86.12	82.47	76.17
Oil and natural gas.....	262.4	255.1	268.6	125.29	123.71	122.04
Non-metal.....	150.3	157.0	140.4	95.24	93.32	90.47
<b>Manufacturing</b> .....	<b>118.5</b>	<b>119.3</b>	<b>114.7</b>	<b>88.29</b>	<b>87.43</b>	<b>84.55</b>
Durable goods.....	124.3	124.6	118.9	95.99	94.57	91.94
Non-durable goods.....	113.7	114.9	111.2	81.24	80.95	77.93
Food and beverages.....	117.0	122.2	116.7	76.31	75.27	72.82
Meat products.....	137.3	138.0	137.0	84.96	86.18	82.25
Canned and preserved fruits and vegetables.....	118.7	141.5	122.2	61.85	58.95	57.48
Grain mill products.....	95.4	96.2	95.6	86.46	86.64	83.19
Bread and other bakery products.....	112.8	112.0	113.0	72.98	73.03	69.68
Distilled and malt liquors.....	97.4	98.1	98.1	106.76	107.06	103.19
Tobacco and tobacco products.....	101.4	79.2	98.5	82.57	88.74	77.25
Rubber products.....	113.0	112.1	109.7	90.99	90.48	89.26
Leather products.....	89.1	89.3	90.5	59.78	58.91	57.71
Boots and shoes (except rubber).....	93.8	93.9	97.3	57.39	56.60	55.25
Other leather products.....	80.5	81.1	78.3	64.86	63.78	63.22
Textile products (except clothing).....	87.9	87.4	83.7	70.98	70.80	68.76
Cotton yarn and broad woven goods.....	76.4	75.8	74.4	69.24	68.62	65.68
Woolen goods.....	66.6	67.2	63.9	64.32	64.75	63.39
Synthetic textiles and silk.....	102.8	101.4	93.8	77.83	77.59	76.37
Clothing (textile and fur).....	97.3	98.6	92.7	54.16	55.25	51.71
Men's clothing.....	102.4	102.6	98.0	53.33	53.96	50.80
Women's clothing.....	104.3	108.2	96.5	53.80	56.30	51.22
Knit goods.....	76.5	76.4	75.6	55.53	55.34	53.33
Wood products.....	112.9	114.3	106.4	76.00	75.43	73.36
Saw and planing mills.....	114.5	116.5	107.0	78.38	77.39	75.10
Furniture.....	125.6	125.1	119.1	73.51	73.87	72.21
Other wood products.....	79.3	82.1	78.8	66.17	65.84	64.76
Paper products.....	128.0	129.3	127.3	103.12	102.49	98.10
Pulp and paper mills.....	127.5	128.9	126.2	111.66	110.33	107.06
Other paper products.....	129.3	130.2	130.0	82.95	83.90	77.26
Printing, publishing and allied industries.....	127.3	127.4	126.3	95.14	94.67	91.28
Iron and steel products.....	114.9	115.8	111.7	93.89	98.65	96.19
Agricultural implements.....	68.2	69.6	65.8	103.71	100.97	99.17
Fabricated and structural steel.....	144.9	146.7	154.3	101.17	101.94	97.92
Hardware and tools.....	118.5	117.9	112.2	86.47	85.97	84.89
Heating and cooking appliances.....	106.8	108.8	105.4	87.38	88.25	83.27
Iron castings.....	102.4	103.1	97.0	94.58	94.01	90.37
Machinery, industrial machinery.....	135.9	136.0	131.6	95.92	95.18	92.71
Primary iron and steel.....	131.7	132.5	124.1	111.84	111.88	111.85
Sheet metal products.....	117.6	119.2	115.4	94.81	94.81	91.60
Wire and wire products.....	119.9	119.8	112.1	99.85	98.28	96.69
Transportation equipment.....	122.6	121.1	113.7	109.57	103.72	100.81
Aircraft and parts.....	241.8	238.9	234.1	106.96	105.97	98.31
Motor vehicles.....	138.9	135.4	119.3	135.39	120.97	123.07
Motor vehicle parts and accessories.....	143.3	138.4	122.4	105.98	99.48	100.06
Railroad and rolling stock equipment.....	56.7	57.5	56.6	90.08	89.64	84.80
Shipbuilding and repairing.....	141.1	143.7	143.9	94.06	93.34	88.98
Non-ferrous metal products.....	127.7	128.3	122.7	98.69	98.55	95.72
Aluminum products.....	145.3	145.1	142.9	95.25	95.77	93.21
Brass and copper products.....	110.8	110.3	102.3	96.57	95.19	91.61
Smelting and refining.....	136.7	137.7	132.3	107.76	108.00	105.02
Electrical apparatus and supplies.....	153.1	157.4	152.7	92.08	92.81	90.19
Heavy electrical machinery.....	116.4	115.9	113.7	97.94	100.20	98.56
Telecommunication equipment.....	286.2	287.8	279.5	89.19	88.86	87.08
Non-metallic mineral products.....	153.5	156.4	152.0	93.63	93.98	89.66
Clay products.....	87.6	90.3	91.2	82.70	82.79	81.26
Glass and glass products.....	170.3	170.5	169.8	91.20	88.96	86.86
Products of petroleum and coal.....	136.0	137.0	136.9	129.14	130.20	122.12
Petroleum refining and products.....	138.5	139.0	139.5	130.12	131.60	123.06
Chemical products.....	136.4	136.0	130.0	102.21	102.69	100.00
Medicinal and pharmaceutical preparations.....	125.7	125.8	122.4	91.94	91.05	87.03
Acids, alkalis and salts.....	153.0	155.6	144.3	114.31	116.97	114.14
Other chemical products.....	133.9	133.9	128.6	101.17	101.42	99.45
Miscellaneous manufacturing industries.....	162.0	161.9	154.0	76.74	76.03	72.62
<b>Construction</b> .....	<b>131.8</b>	<b>138.3</b>	<b>130.5</b>	<b>\$ 91.61</b>	<b>\$ 91.22</b>	<b>\$ 87.60</b>
Building and general engineering.....	131.2	138.6	126.8	98.93	101.32	95.36
Highways, bridges and streets.....	132.6	137.8	136.5	79.79	82.48	75.75
Electric and motor transportation.....	148.6	148.5	141.1	89.28	90.46	86.76
<b>Service</b> .....	<b>169.4</b>	<b>172.0</b>	<b>155.7</b>	<b>\$ 59.47</b>	<b>\$ 59.36</b>	<b>\$ 58.26</b>
Hotels and restaurants.....	145.0	148.5	133.4	45.62	45.56	44.32
Laundries and dry cleaning plants.....	140.5	139.8	132.8	52.60	52.75	50.90
<b>Industrial composite</b> .....	<b>123.7</b>	<b>129.4</b>	<b>124.3</b>	<b>\$ 84.63</b>	<b>\$ 84.65</b>	<b>\$ 81.55</b>

**TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES**

(Hourly-Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBSNOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962
				\$	\$	\$
Newfoundland.....	38.3	39.3	38.3	1.75	1.73	1.69
Nova Scotia.....	40.8	41.0	39.9	1.70	1.69	1.64
New Brunswick.....	42.1	41.2	40.9	1.67	1.64	1.60
Quebec.....	42.1	42.3	42.0	1.77	1.77	1.70
Ontario.....	41.9	41.5	41.4	2.08	2.06	2.00
Manitoba.....	40.4	40.6	40.0	1.81	1.80	1.77
Saskatchewan.....	39.6	39.3	38.9	2.03	2.03	2.00
Alberta (includes Northwest Territories).....	39.9	40.4	39.7	2.03	2.02	2.00
British Columbia (includes Yukon Territory).....	38.3	38.0	38.1	2.42	2.39	2.32

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING**SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962—November.....	41.2	1.90	78.09	187.1	141.8
December.....	37.3	1.94	72.34	173.3	131.3
1963—January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October*.....	41.4	1.96	80.93	193.9	144.7
November†.....	41.5	1.97	81.95	196.3	146.3

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.



**TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962	Nov. 1963	Oct. 1963	Nov. 1962
<b>Mining.....</b>	<b>42.6</b>	<b>42.6</b>	<b>42.2</b>	<b>2.25</b>	<b>2.25</b>	<b>2.19</b>	<b>96.01</b>	<b>95.65</b>	<b>92.57</b>
Metal mining.....	41.9	42.5	42.4	2.34	2.33	2.26	97.79	98.85	95.72
Gold.....	42.7	43.7	43.7	1.84	1.82	1.79	78.62	79.54	78.05
Other metal.....	41.6	42.1	41.9	2.52	2.51	2.44	104.57	105.56	102.40
Fuels.....	43.8	41.7	40.5	2.13	2.13	2.13	93.28	88.68	86.37
Coal.....	44.9	42.9	40.4	1.90	1.90	1.82	85.14	81.25	73.60
Oil and natural gas.....	42.1	39.6	40.8	2.52	2.55	2.57	106.18	101.20	104.87
Non-metal.....	44.4	43.9	43.4	2.07	2.06	2.00	92.03	90.51	86.81
<b>Manufacturing.....</b>	<b>41.5</b>	<b>41.4</b>	<b>41.2</b>	<b>1.97</b>	<b>1.96</b>	<b>1.90</b>	<b>81.95</b>	<b>80.93</b>	<b>78.09</b>
Durable goods.....	42.2	41.8	41.9	2.15	2.13	2.06	90.90	88.96	86.47
Non-durable goods.....	40.8	40.9	40.5	1.80	1.79	1.73	73.35	73.26	70.20
Food and beverages.....	40.5	40.6	39.9	1.71	1.68	1.64	69.17	68.32	65.37
Meat products.....	40.6	41.3	40.4	1.97	1.98	1.92	80.08	81.90	77.37
Canned and preserved fruits and vegetables.....	41.0	40.9	38.6	1.32	1.28	1.24	54.18	52.57	47.76
Grain mill products.....	42.8	43.0	41.4	1.92	1.91	1.84	82.03	82.23	76.06
Bread and other bakery products.....	41.0	40.8	40.8	1.65	1.64	1.55	67.53	66.88	63.28
Distilled liquors.....	41.0	41.7	41.6	2.23	2.24	2.17	91.43	93.24	90.36
Malt liquors.....	39.1	39.3	39.0	2.49	2.47	2.39	97.62	97.23	93.10
Tobacco and tobacco products.....	39.1	37.7	37.6	1.95	2.18	1.88	76.25	82.21	70.79
Rubber products.....	42.4	42.4	42.9	2.01	2.01	1.96	85.22	85.18	83.90
Leather products.....	40.8	40.4	41.2	1.35	1.34	1.30	55.00	54.21	53.54
Boots and shoes (except rubber).....	40.3	40.0	40.8	1.30	1.30	1.25	52.57	51.89	51.14
Other leather products.....	41.9	41.3	42.1	1.44	1.43	1.40	60.24	59.21	59.01
Textile products (except clothing).....	43.3	43.3	43.1	1.50	1.49	1.44	64.75	64.49	62.14
Cotton yarn and broad woven goods.....	43.5	42.8	41.5	1.52	1.52	1.47	65.99	65.06	61.19
Woolen goods.....	42.8	43.0	43.6	1.37	1.38	1.33	58.73	59.14	57.95
Synthetic textiles and silk.....	43.6	43.9	44.5	1.61	1.60	1.54	70.12	70.09	68.48
Clothing (textile and fur).....	38.5	39.2	38.5	1.27	1.29	1.22	48.96	50.46	46.75
Men's clothing.....	38.4	38.7	38.2	1.27	1.28	1.22	48.94	49.74	46.48
Women's clothing.....	35.9	37.3	36.3	1.35	1.38	1.26	48.38	51.63	45.83
Knit goods.....	42.2	42.5	42.3	1.20	1.20	1.15	50.63	50.80	48.77
*Wood products.....	41.8	41.6	41.7	1.75	1.73	1.68	73.00	72.03	69.89
Saw and planing mills.....	40.7	40.5	40.5	1.87	1.84	1.80	76.16	74.76	72.74
Furniture.....	44.0	43.8	44.0	1.58	1.58	1.52	69.49	69.20	67.06
Other wood products.....	43.2	43.0	42.7	1.41	1.42	1.39	61.00	60.99	59.24
Paper products.....	42.0	41.9	41.2	2.32	2.31	2.26	97.48	96.78	92.82
Pulp and paper mills.....	42.1	41.8	41.2	2.51	2.50	2.45	105.85	104.35	100.91
Other paper products.....	41.6	42.0	41.1	1.82	1.83	1.74	75.57	76.83	71.66
Printing, publishing and allied industries.....	39.1	38.9	38.9	2.42	2.41	2.32	94.58	93.74	90.17
*Iron and steel products.....	41.6	41.5	41.8	2.26	2.26	2.19	93.97	93.86	91.60
Agricultural implements.....	41.0	39.7	40.5	2.35	2.36	2.24	96.43	93.95	90.91
Fabricated and structural steel.....	42.3	42.5	42.3	2.20	2.21	2.12	92.85	93.93	89.87
Hardware and tools.....	41.7	42.5	43.3	1.88	1.88	1.83	80.41	79.88	79.17
Heating and cooking appliances.....	41.4	42.4	41.7	1.94	1.94	1.85	80.19	82.10	76.99
Iron castings.....	42.0	42.2	41.8	2.17	2.14	2.08	91.10	90.49	86.86
Machinery, industrial.....	42.5	42.0	42.6	2.13	2.13	2.05	90.55	89.54	87.58
Primary iron and steel.....	40.3	40.2	41.1	2.68	2.68	2.63	107.76	107.63	107.78
Sheet metal products.....	40.6	41.2	41.3	2.16	2.16	2.08	87.52	89.00	86.02
Wire and wire products.....	43.3	42.5	42.3	2.21	2.20	2.17	95.55	93.29	91.83
*Transportation equipment.....	43.9	42.1	42.2	2.40	2.34	2.27	105.54	98.29	95.89
Aircraft and parts.....	42.5	42.5	40.7	2.30	2.30	2.16	97.91	97.68	87.94
Motor vehicles.....	48.5	43.6	46.0	2.73	2.62	2.58	132.42	114.35	118.81
Motor vehicle parts and accessories.....	44.0	42.1	43.3	2.35	2.24	2.22	103.24	94.21	96.04
Railroad and rolling stock equipment.....	40.3	40.2	39.1	2.19	2.18	2.12	88.36	87.85	82.81
Shipbuilding and repairing.....	41.0	40.7	40.2	2.31	2.27	2.17	94.80	92.33	87.39
*Non-ferrous metal products.....	41.2	41.3	41.3	2.24	2.23	2.16	92.04	92.19	89.05
Aluminum products.....	42.0	42.5	42.5	2.02	2.01	1.94	84.63	85.35	82.56
Brass and copper products.....	42.6	42.4	41.6	2.16	2.14	2.07	92.08	90.72	85.98
Smelting and refining.....	40.2	40.4	40.5	2.50	2.50	2.42	100.45	101.23	98.20
*Electrical apparatus and supplies.....	41.2	41.3	41.3	1.96	1.96	1.91	80.90	80.98	78.71
Heavy electrical machinery and equipment.....	41.5	41.2	42.0	2.22	2.22	2.14	92.00	91.48	89.99
Telecommunication equipment.....	40.4	40.5	41.0	1.76	1.76	1.71	70.94	71.15	70.16
Refrigerators, vacuum cleaners and appliances.....	41.0	41.4	41.0	1.99	1.98	1.96	81.71	82.26	80.30
Wire and cable.....	42.5	42.8	41.7	2.20	2.19	2.14	93.46	93.63	89.29
Miscellaneous electrical products.....	41.5	41.4	41.0	1.87	1.87	1.80	77.48	77.30	73.81
*Non-metallic mineral products.....	44.4	43.6	43.6	2.01	2.01	1.94	88.19	88.88	84.41
Clay products.....	43.2	43.1	43.1	1.79	1.79	1.74	77.24	77.52	75.20
Glass and glass products.....	42.1	41.0	41.6	2.06	2.04	1.96	86.57	83.73	81.60
Products of petroleum and coal.....	42.1	42.6	41.4	2.77	2.80	2.69	116.46	119.30	111.25
Chemical products.....	40.8	41.3	41.2	2.19	2.20	2.13	89.51	90.93	87.63
Medicinal and pharmaceutical preparations.....	40.2	39.8	39.8	1.72	1.71	1.64	69.01	68.13	65.44
Acids, alkalis and salts.....	40.4	41.6	41.6	2.54	2.56	2.47	102.67	106.36	102.57
Miscellaneous manufacturing industries.....	41.8	41.9	41.8	1.60	1.58	1.52	66.77	66.24	63.55
Professional and scientific equipment.....	41.5	41.8	40.6	1.99	1.98	1.88	82.74	82.73	76.48
<b>Construction.....</b>	<b>41.0</b>	<b>42.6</b>	<b>40.7</b>	<b>21.6</b>	<b>2.17</b>	<b>2.08</b>	<b>88.55</b>	<b>92.32</b>	<b>84.57</b>
Building and general engineering.....	40.8	42.0	40.9	2.36	2.36	2.27	96.17	99.08	92.65
Highways, bridges and streets.....	41.4	43.9	40.5	1.79	1.80	1.72	73.87	79.13	69.72
<b>Electric and motor transportation.....</b>	<b>44.1</b>	<b>44.8</b>	<b>44.0</b>	<b>2.04</b>	<b>2.04</b>	<b>1.98</b>	<b>89.73</b>	<b>91.49</b>	<b>87.20</b>
<b>Service.....</b>	<b>37.3</b>	<b>37.6</b>	<b>38.0</b>	<b>1.18</b>	<b>1.17</b>	<b>1.12</b>	<b>43.82</b>	<b>43.96</b>	<b>42.66</b>
Hotels and restaurants.....	36.8	37.1	37.8	1.15	1.14	1.08	42.21	42.38	40.94
Laundries and dry cleaning plants.....	39.9	40.4	40.1	1.10	1.10	1.06	44.04	44.49	42.63

\*Durable manufactured goods industries

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
End of:							
January	1959.....	9,425	9,295	18,720	615,788	175,574	791,362
January	1960.....	8,206	10,325	18,531	606,165	180,129	786,294
January	1961.....	8,866	8,377	17,243	668,766	185,972	854,738
January	1962.....	11,428	12,069	23,497	570,061	161,094	731,155
January	1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February	1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March	1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April	1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May	1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June	1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July	1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August	1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September	1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October	1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November	1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December	1963 <sup>(1)</sup> .....	18,913	15,351	34,264	432,390	131,532	563,922
January	1964 <sup>(1)</sup> .....	19,744	15,680	35,424	498,726	153,661	652,387

<sup>(1)</sup> Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1959-1962, AND DURING MONTH, DECEMBER, 1962-DECEMBER, 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effectuated	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December <sup>(1)</sup> .....	361,520	102,561	67,736	39,222	65,920	38,947

<sup>(1)</sup> Preliminary—subject to revision.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING DECEMBER, 1963<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from December 1962
<b>Agriculture, Fishing, Trapping</b> .....	<b>754</b>	<b>143</b>	<b>897</b>	<b>-1,615</b>
<b>Forestry</b> .....	<b>1,575</b>	<b>28</b>	<b>1,603</b>	<b>- 155</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>456</b>	<b>39</b>	<b>495</b>	<b>- 77</b>
Metal Mining.....	275	10	285	+ 58
Fuels.....	82	14	96	- 103
Non-Metal Mining.....	35	.....	35	- 28
Quarrying, Clay and Sand Pits.....	7	.....	7	- 14
Prospecting.....	57	15	72	+ 10
<b>Manufacturing</b> .....	<b>9,248</b>	<b>4,269</b>	<b>13,517</b>	<b>+ 763</b>
Foods and Beverages.....	859	420	1,279	- 97
Tobacco and Tobacco Products.....	39	20	59	+ 11
Rubber Products.....	99	85	184	+ 88
Leather Products.....	174	237	411	+ 42
Textile Products (except clothing).....	369	266	635	+ 111
Clothing (textile and fur).....	246	1,055	1,301	- 166
Wood Products.....	1,402	174	1,576	+ 60
Paper Products.....	772	199	971	+ 380
Printing, Publishing and Allied Industries.....	339	336	675	- 48
Iron and Steel Products.....	1,703	288	1,991	- 87
Transportation Equipment.....	1,789	177	1,966	+ 464
Non-Ferrous Metal Products.....	283	144	427	+ 120
Electrical Apparatus and Supplies.....	314	355	669	- 213
Non-Metallic Mineral Products.....	276	79	355	+ 8
Products of Petroleum and Coal.....	23	12	35	- 7
Chemical Products.....	302	155	457	+ 110
Miscellaneous Manufacturing Industries.....	259	267	526	- 13
<b>Construction</b> .....	<b>7,855</b>	<b>116</b>	<b>7,971</b>	<b>+ 670</b>
General Contractors.....	5,236	48	5,284	+ 708
Special Trade Contractors.....	2,619	68	2,687	- 38
<b>Transportation, Storage and Communication</b> .....	<b>4,058</b>	<b>243</b>	<b>4,301</b>	<b>- 506</b>
Transportation.....	3,797	123	3,920	- 473
Storage.....	197	30	227	- 20
Communication.....	64	90	154	- 13
<b>Public Utility Operation</b> .....	<b>165</b>	<b>44</b>	<b>209</b>	<b>+ 89</b>
<b>Trade</b> .....	<b>6,757</b>	<b>5,144</b>	<b>11,901</b>	<b>+ 933</b>
Wholesale.....	2,389	762	3,151	+ 446
Retail.....	4,368	4,382	8,750	+ 487
<b>Finance, Insurance and Real Estate</b> .....	<b>423</b>	<b>672</b>	<b>1,095</b>	<b>+ 160</b>
<b>Service</b> .....	<b>34,629</b>	<b>28,249</b>	<b>62,878</b>	<b>+7,451</b>
Community or Public Service.....	700	966	1,666	- 23
Government Service.....	28,388	18,568	46,956	+6,668
Recreation Service.....	217	115	332	- 69
Business Service.....	1,219	405	1,624	- 42
Personal Service.....	4,105	8,195	12,300	+ 917
<b>GRAND TOTAL</b> ..... <sup>*</sup>	<b>65,920</b>	<b>38,947</b>	<b>104,867</b>	<b>+7,713</b>

<sup>(1)</sup>Preliminary—subject to revision.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT DECEMBER 31, 1963<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	8,739	1,814	10,553
Clerical Workers.....	17,944	39,003	56,947
Sales Workers.....	8,190	11,410	19,600
Personal and Domestic Service Workers.....	38,252	26,469	64,721
Seamen.....	3,984	37	4,021
Agriculture, Fishing, Forestry (Ex. log.).....	8,776	708	9,484
Skilled and Semi-Skilled Workers.....	191,535	21,984	213,519
Food and kindred products (incl. tobacco).....	1,754	588	2,342
Textiles, clothing, etc.....	3,612	14,391	18,003
Lumber and lumber products.....	18,873	147	19,020
Pulp, paper (incl. printing).....	1,331	446	1,777
Leather and leather products.....	1,324	1,230	2,554
Stone, clay and glass products.....	809	50	859
Metalworking.....	15,434	947	16,381
Electrical.....	2,961	1,138	4,099
Transportation equipment.....	469	22	491
Mining.....	2,023	.....	2,023
Construction.....	60,839	6	60,845
Transportation (except seamen).....	36,359	87	36,446
Communications and public utility.....	975	2	977
Trade and service.....	5,863	1,764	7,627
Other skilled and semi-skilled.....	26,804	830	27,634
Foremen.....	4,558	327	4,885
Apprentices.....	7,547	9	7,556
Unskilled Workers.....	154,970	30,107	185,077
Food and tobacco.....	7,115	10,705	17,820
Lumber and lumber products.....	16,306	411	16,717
Metalworking.....	6,781	589	7,370
Construction.....	82,077	3	82,080
Other unskilled workers.....	42,691	18,399	61,090
<b>GRAND TOTAL.....</b>	<b>432,390</b>	<b>131,532</b>	<b>563,922</b>

<sup>(1)</sup>Preliminary—subject to revision.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT DECEMBER 31, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) Dec. 31, 1963	Previous Year Dec. 31, 1962		(a) Dec. 31, 1963	Previous Year Dec. 31, 1962
<b>Newfoundland</b> .....	<b>22,400</b>	<b>23,495</b>	<b>Quebec—Continued</b>		
Corner Brook.....	4,627	5,075	Sherbrooke.....	4,722	5,690
Grand Falls.....	2,277	2,591	Sorel.....	2,628	2,501
St. John's.....	15,496	15,829	Thetford Mines.....	3,338	2,317
<b>Prince Edward Island</b> .....	<b>4,440</b>	<b>4,698</b>	Trois-Rivières.....	5,504	6,004
Charlottetown.....	2,821	2,883	Val d'Or.....	1,534	1,713
Summerside.....	1,619	1,815	Valleyfield.....	2,319	2,695
<b>Nova Scotia</b> .....	<b>26,896</b>	<b>25,142</b>	Victoriaville.....	2,374	2,602
Amherst.....	1,204	1,350	Ville St. Georges.....	2,341	2,819
Bridgewater.....	1,842	1,881	<b>Ontario</b> .....	<b>167,550</b>	<b>179,398</b>
Halifax.....	6,088	5,918	Arnprior.....	411	438
Inverness.....	799	969	Barrie.....	1,347	1,357
Kentville.....	2,587	2,516	Belleville.....	1,822	1,759
Liverpool.....	632	659	Bracebridge.....	1,241	1,213
New Glasgow.....	3,501	3,800	Brampton.....	1,259	1,299
Springhill.....	957	1,043	Brantford.....	2,303	2,709
Sydney.....	3,520	4,273	Brockville.....	621	730
Sydney Mines.....	1,417	1,516	Carleton Place.....	457	371
Truro.....	1,970	1,950	Chatham.....	1,826	2,568
Yarmouth.....	2,379	2,267	Cobourg.....	1,048	955
<b>New Brunswick</b> .....	<b>25,847</b>	<b>28,916</b>	Collingwood.....	961	1,050
Bathurst.....	4,833	4,769	Cornwall.....	2,945	3,151
Campbellton.....	1,901	2,232	Elliot Lake.....	343	424
Edmundston.....	1,595	1,923	Fort Erie.....	792	808
Fredericton.....	1,566	2,142	Fort Frances.....	743	702
Minto.....	323	383	Fort William.....	2,365	2,627
Moncton <sup>(1)</sup> .....	6,745	7,669	Galt.....	1,091	1,375
Newcastle.....	2,223	2,731	Gananoque.....	355	398
Saint John.....	2,885	3,341	Goderich.....	684	700
St. Stephen.....	2,020	1,467	Guelph.....	1,661	1,544
Sussex.....	495	666	Hamilton.....	11,527	11,625
Woodstock.....	1,261	1,593	Hawkesbury.....	1,057	1,043
<b>Quebec</b> .....	<b>181,226</b>	<b>195,639</b>	Kapuskinging.....	532	860
Alma.....	2,382	2,655	Kenora.....	907	1,156
Asbestos.....	858	1,003	Kingston.....	2,274	2,179
Baie Comeau.....	1,120	1,131	Kirkland Lake.....	705	950
Beauharnois.....	1,310	1,355	Kitchener.....	2,975	3,070
Buckingham.....	1,042	1,231	Leamington.....	1,400	1,646
Causapsal.....	1,583	1,844	Lindsay.....	680	666
Chandler.....	2,018	2,158	Listowel.....	402	417
Chicoutimi.....	1,974	2,344	London.....	5,049	5,190
Cowansville.....	448	465	Long Branch.....	3,499	3,224
Dolbeau.....	1,066	1,317	Midland.....	1,263	1,328
Drummondville.....	2,635	2,453	Napanee.....	734	841
Farnham.....	660	620	New Liskeard.....	514	654
Forestville.....	847	812	Newmarket.....	1,451	1,331
Gaspé.....	1,620	1,792	Niagara Falls.....	3,039	2,824
Granby.....	2,866	3,394	North Bay.....	1,885	1,981
Hull.....	4,486	4,215	Oakville.....	774	777
Joliette.....	4,159	4,596	Orillia.....	947	1,086
Jonquière.....	2,445	3,127	Oshawa.....	4,722	4,612
Lachute.....	936	1,252	Ottawa.....	6,974	7,543
Lac-Mégantic.....	1,026	1,266	Owen Sound.....	1,570	1,823
La Malbaie.....	1,619	2,085	Parry Sound.....	605	654
La Tuque.....	691	804	Pembroke.....	1,634	1,850
Lévis.....	4,765	3,958	Perth.....	798	606
Louiseville.....	1,092	1,312	Peterborough.....	2,612	2,979
Magog.....	811	829	Picton.....	526	569
Maniwaki.....	765	731	Port Arthur.....	3,256	3,472
Matane.....	2,307	2,992	Port Colborne.....	1,210	1,572
Mont-Laurier.....	872	985	Prescott.....	985	913
Montmagny.....	2,210	2,183	Renfrew.....	588	734
Montréal.....	57,698	64,315	St. Catharines.....	4,039	4,292
New Richmond.....	1,799	1,791	St. Thomas.....	965	1,596
Port Alfred.....	1,054	1,419	Sarnia.....	2,749	2,480
Québec.....	14,429	13,522	Sault Ste. Marie.....	2,273	3,417
Rimouski.....	3,678	3,998	Simcoe.....	1,506	1,775
Rivière du Loup.....	4,145	4,807	Smiths Falls.....	606	574
Roberval.....	1,485	1,415	Stratford.....	624	827
Rouyn.....	2,611	2,367	Sturgeon Falls.....	1,012	1,043
Ste. Agathe des Monts.....	1,058	1,080	Sudbury.....	4,082	5,565
Ste. Anne de Bellevue.....	1,139	1,194	Tillsonburg.....	449	769
Ste. Thérèse.....	2,759	2,697	Timmins.....	1,699	1,725
Ste. Hyacinthe.....	2,961	2,563	Toronto.....	40,589	41,472
St. Jean.....	2,238	2,606	Trenton.....	791	804
St. Jérôme.....	2,415	3,326	Walkerton.....	988	797
Sept-Îles.....	2,042	2,408	Wallaceburg.....	689	715
Shawinigan.....	4,342	4,881	Welland.....	2,416	2,419
			Weston.....	3,544	3,491
			Windsor.....	6,440	8,453
			Woodstock.....	720	831

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT DECEMBER 31, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Dec. 31, 1963	Previous Year Dec. 31, 1962		(1) Dec. 31, 1963	Previous Year Dec. 31, 1962
<b>Manitoba</b> .....	<b>23,268</b>	<b>29,118</b>	<b>British Columbia</b> .....	<b>62,559</b>	<b>68,526</b>
Brandon .....	2,396	2,626	Chilliwack .....	2,423	2,431
Dauphin .....	1,631	1,831	Courtenay .....	1,495	1,559
Flin Flon .....	175	193	Cranbrook .....	1,008	1,306
Portage la Prairie .....	1,106	1,327	Dawson Creek .....	1,215	1,247
The Pas .....	421	509	Duncan .....	1,039	1,270
Winnipeg .....	17,539	22,657	Kamloops .....	1,743	1,531
<b>Saskatchewan</b> .....	<b>18,692</b>	<b>21,002</b>	Kelowna .....	1,404	1,401
Estevan .....	386	457	Kitimat .....		179
Lloydminster .....	411	474	Mission City .....	1,363	1,352
Moose Jaw .....	1,358	1,600	Nanaimo .....	1,590	1,556
North Battleford .....	1,294	1,394	Nelson .....	977	1,030
Prince Albert .....	2,595	3,004	New Westminster .....	9,119	9,709
Regina .....	4,407	4,902	Penticton .....	1,925	1,665
Saskatoon .....	4,372	4,764	Port Alberni .....	797	762
Swift Current .....	960	1,009	Prince George .....	1,710	2,494
Weyburn .....	435	484	Prince Rupert .....	1,836	1,853
Yorkton .....	2,474	2,914	Princeton .....		529
<b>Alberta</b> .....	<b>31,044</b>	<b>32,040</b>	Quesnel .....	755	810
Blairmore .....	464	495	Trail .....	900	1,006
Calgary .....	9,294	10,484	Vancouver .....	25,107	28,546
Drumheller .....	595	561	Vernon .....	1,864	1,950
Edmonton .....	13,970	13,235	Victoria .....	3,774	3,683
Edson .....	324	492	Whitehorse .....	515	657
Grande Prairie .....	821	861	<b>CANADA</b> .....	<b>563,922</b>	<b>611,004</b>
Lethbridge .....	2,788	3,085	Males .....	432,390	473,575
Medicine Hat .....	1,420	1,575	Females .....	131,532	137,429
Red Deer .....	1,368	1,252			

(1)Preliminary subject to revision.

(2)Includes 1094 registrations reported by the Magdalen Islands local office.

NOTE: Effective September 28, 1963 the area served by Princeton local office is served by the Kamloops and Penticton local offices.

Effective November 29, 1963 the Kitimat local office closed and the area served by this office was transferred to Prince Rupert local office.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.**

SOURCE: *Statistical Report on The Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—October.....	4,189,000	3,970,100	218,900
September.....	4,114,000	3,927,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000
November.....	4,110,000	3,735,800	374,200
October.....	4,009,000	3,764,900	244,100

## Collective Bargaining Review

(Continued from page 124)

### Part III—Settlements Reached During January 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

CDN. MARCONI, MONTREAL, QUE.—SALARIED EMPL. ASSN. (IND.): 2-yr. agreement covering 850 empl.—wage increase of 2% for empl. below mid-point of rate range; bi-weekly increase of \$6 to \$9 for empl. at or above mid-point of rate range; vacation pay to be percentage of gross earnings (previously percentage of regular pay); limit on accumulation of sick leave credits increased from 30 to 40 days; agreement to expire Dec. 31, 1965.

CNR, SYSTEM-WIDE—TRAINMEN (AFL-CIO/CLC): 2-yr. agreement covering 8,600 empl.—wage increases of 2% eff. Jan. 1, 1964, 1% eff. Sept. 1, 1964 and 2% eff. May 1, 1965; agreement to expire Dec. 31, 1965.

COUNCIL OF PRINTING INDUSTRIES, TORONTO, ONT.—TYPOGRAPHICAL UNION (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 6¢ an hr. retroactive to June 1, 1963, 7¢ an hr. eff. Jan. 1, 1964, 7¢ an hr. eff. June 1, 1964, and 6¢ an hr. eff. Jan. 1, 1965; 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.); rate for journeyman on June 1, 1965 will be \$3.35 an hr.; agreement to expire May 31, 1965.

CPR, SYSTEM-WIDE—LOCOMOTIVE ENGINEERS (IND.): 3-yr. agreement covering 1,900 empl.—wage increases of 3% eff. March 16, 1964, 3% eff. Dec. 16, 1964, 3% eff. Sept. 16, 1965 and 3% eff. June 16, 1966 for yard engineers; wage increases of 1% eff. March 16, 1964, 1% eff. March 16, 1965 and 1½% eff. March 16, 1966 for road engineers; agreement to expire March 15, 1967.

CPR, SYSTEM-WIDE—TRAINMEN (AFL-CIO/CLC): 2-yr. agreement covering 5,700 empl.—wage increases of 2% eff. Jan. 1, 1964, 1% eff. Sept. 1, 1964 and 2% eff. May 1, 1965; agreement to expire Dec. 31, 1965.

DRESS MFRS. GUILD (SPORTSWEAR DIV.), TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 2½-yr. agreement covering 1,800 empl.—general wage increase of 7%; agreement to expire July 31, 1966.

MANITOBA HYDRO—IBEW (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases for most empl., amount depending on classification; 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation); compulsory check-off of union dues; improvements in stand-by pay; agreement to expire March 31, 1965.

TCA, COMPANY-WIDE—TCA SALES EMPL. (IND.): 2-yr. agreement covering 1,400 empl.—wage increases of approx. 4% retroactive to Sept. 1963 and approx. 3% eff. Nov. 1964; agreement to expire Nov. 1965.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
NOVEMBER 29, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of The Unemployment Insurance Act, DBS*

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	October 31 1963	Nov. 30 1962
Canada.....	303,353	182,832	72,391	30,155	17,975	218,866	374,191
Male.....	216,940	143,518	46,151	16,486	10,785	143,553	274,881
Female.....	86,413	39,314	26,240	13,669	7,190	75,313	99,310
Newfoundland.....	12,169	8,587	2,224	885	473	5,809	14,032
Male.....	10,707	7,951	1,817	646	293	4,803	12,720
Female.....	1,462	636	407	239	180	1,006	1,312
Prince Edward Island.....	1,858	1,481	186	137	54	774	2,504
Male.....	1,378	1,143	108	73	54	487	1,914
Female.....	480	338	78	64	.....	287	590
Nova Scotia.....	14,340	8,302	3,397	1,672	969	9,662	19,320
Male.....	11,219	6,894	2,475	1,175	675	7,045	15,998
Female.....	3,121	1,408	922	497	294	2,617	3,322
New Brunswick.....	13,540	8,551	3,011	1,113	865	8,768	17,990
Male.....	9,995	6,555	2,033	781	626	6,244	14,269
Female.....	3,545	1,996	978	332	239	2,524	3,721
Quebec.....	91,277	53,072	23,161	9,610	5,434	69,817	111,469
Male.....	65,987	41,711	15,639	5,351	3,286	47,685	82,014
Female.....	25,290	11,361	7,522	4,259	2,148	22,132	29,455
Ontario.....	89,677	52,043	21,737	9,785	6,112	69,843	109,821
Male.....	58,904	37,846	12,729	4,806	3,523	42,324	74,468
Female.....	30,773	14,197	9,008	4,979	2,589	27,519	35,353
Manitoba.....	12,266	7,757	2,585	1,161	763	7,928	18,705
Male.....	9,065	6,288	1,501	724	552	4,554	14,190
Female.....	3,201	1,469	1,084	437	211	3,374	4,515
Saskatchewan.....	8,116	5,490	1,556	746	324	4,276	11,641
Male.....	6,032	4,621	910	331	170	2,345	8,813
Female.....	2,084	869	646	415	154	1,931	2,828
Alberta.....	21,182	13,142	5,155	1,948	937	13,290	22,393
Male.....	15,420	11,135	2,805	980	500	8,891	16,474
Female.....	5,762	2,007	2,350	968	437	4,399	5,919
British Columbia.....	38,928	24,407	9,379	3,098	2,044	28,699	46,316
Male.....	28,233	19,374	6,134	1,619	1,106	19,175	34,021
Female.....	10,695	5,033	3,245	1,479	938	9,524	12,295

\* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
NOVEMBER, 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	7,773	6,484	1,289	5,146	3,945	1,201	3,771
Prince Edward Island.....	1,365	1,170	195	650	460	190	876
Nova Scotia.....	8,472	6,265	2,207	6,393	4,632	1,761	3,550
New Brunswick.....	8,219	6,202	2,017	6,639	5,035	1,604	3,099
Quebec.....	55,477	37,761	17,716	44,636	33,128	11,508	24,377
Ontario.....	54,802	36,939	17,863	47,368	34,107	13,261	20,923
Manitoba.....	9,379	7,072	2,307	7,691	5,347	2,344	3,064
Saskatchewan.....	6,104	4,622	1,482	3,674	2,502	1,172	3,195
Alberta.....	13,110	8,909	4,201	11,015	7,851	3,164	4,836
British Columbia (incl. Yukon Territory)	24,674	17,188	7,486	20,077	14,105	5,972	9,916
Total, Canada, November 1963.....	189,375	132,612	56,763	153,289	111,112	42,177	77,607
Total, Canada, October 1963.....	126,219	79,690	46,529	117,375	80,555	36,820	41,521
Total, Canada, November 1962.....	243,563	175,672	67,891	194,160	149,888	44,272	99,470

\* In addition, revised claims received numbered 32,512.

† In addition, 31,589 revised claims were disposed of. Of these, 3,285 were special requests not granted and 2,535 appeals by claimants. There were 8,132 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, NOVEMBER, 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	18,351	426,280
Prince Edward Island.....	2,404	50,163
Nova Scotia.....	28,804	618,755
New Brunswick.....	27,445	591,878
Quebec.....	206,961	5,002,907
Ontario.....	204,171	4,887,937
Manitoba.....	24,937	587,591
Saskatchewan.....	12,516	287,578
Alberta.....	37,457	944,083
British Columbia (including Yukon Territory).....	81,875	2,070,154
Total, Canada, November 1963.....	644,981	15,467,326
Total, Canada, October 1963.....	595,019	13,989,450
Total, Canada, November 1962.....	793,921	18,933,673

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF DECEMBER, 1963**

(1949 = 100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Dec. 1962	Nov. 1963	Dec. 1963							
St. John's, Nfld.....	118.1	120.8	120.3	117.3	115.5	113.6	121.2	160.6	153.5	101.1
Halifax.....	130.8	131.4	131.9	126.6	133.2	128.6	138.2	166.1	167.2	124.3
Saint John.....	131.9	133.3	133.8	130.1	132.2	126.2	143.3	185.8	153.8	124.5
Montreal.....	132.3	133.9	134.3	137.5	135.1	111.4	158.7	172.1	148.2	121.7
Ottawa.....	132.7	134.5	134.8	131.9	136.9	125.3	154.4	170.0	143.4	123.8
Toronto.....	133.0	135.2	135.3	129.1	140.0	123.7	135.3	163.9	189.9	121.3
Winnipeg.....	130.1	131.2	131.1	129.4	128.0	125.1	134.9	179.1	140.6	125.5
Saskatoon-Regina.....	128.3	128.7	129.0	127.3	126.9	130.2	137.0	147.3	148.4	119.4
Edmonton-Calgary.....	127.4	127.7	128.0	123.3	126.8	126.9	130.7	168.8	146.7	119.4
Vancouver.....	130.6	131.8	131.9	130.5	134.7	121.4	139.0	151.2	150.1	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

<sup>(1)</sup>St. John's index on the base June 1951 = 100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see, page 954, October 1963 issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1953-1963**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1953.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962: December.....	14	28	3,565	55,110	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15
August.....	28	55	11,597	73,340	0.06
September.....	30	63	9,583	86,320	0.08
October.....	49	81	24,861	138,980	0.11
November.....	12	44	6,193	51,020	0.05
December.....	13	32	4,341	38,320	0.03

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER, 1963, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	.....	.....	.....
Mines.....	3	1,310	2,970
Manufacturing.....	12	2,111	26,090
Construction.....	3	209	3,270
Transp. and utilities...	2	74	90
Trade.....	6	176	3,590
Finance.....	.....	.....	.....
Service.....	6	461	2,310
Public administration...	.....	.....	.....
All industries.....	32	4,341	38,320

**TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER, 1963, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	24	410
Prince Edward Island...	1	11	250
Nova Scotia.....	1	1,216	1,220
New Brunswick.....	1	145	3,050
Quebec.....	10	1,636	22,370
Ontario.....	14	1,201	8,740
Manitoba.....	.....	.....	.....
Saskatchewan.....	.....	.....	.....
Alberta.....	.....	.....	.....
British Columbia.....	4	103	2,280
Federal.....	.....	.....	.....
All jurisdictions....	32	4,341	38,320

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
DECEMBER, 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			De- cember	Accu- mulated		
<b>MINES</b> <i>Mineral Fuels</i> Dominion Coal No. 26 Colliery Glace Bay, N.S.	Mine Workers Loc. 4520 (Ind.)	1,216	1,220	1,220	Dec. 12 Dec. 16	In sympathy with two workers who were sus- pended~Return of workers
<b>MANUFACTURING</b> <i>Food and Beverages</i> Viau Limitee, Montreal, Que.	CNTU	524	10,740	34,840	Sep. 26 Dec. 31	Wages~30¢ an hr. increase over a 3-yr. agreement.
<i>Knitting Mills</i> Regent Knitting Mills, St. Jerome, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO /CLC)	650	2,080	34,690	Aug. 13 Dec. 12	Wages, hours, working con- ditions~4¢ an hr. increase July 1963, 5¢ an hr. July 1964, and 5¢ July 1965; pro- gressive reduction in hours from 49 to 47 per wk., improved vacations and statutory holidays.
<i>Wood</i> Bellerive Veneer and Plywoods, Mont-Laurier, Que.	CNTU	107	2,310	13,680	Aug. 30 .....	Wages, hours, working con- ditions~
<i>Paper</i> Kimberly-Clark Canada St. Hyacinthe, Que.	Pulp and Paper Mill Work- ers Loc. 933 (AFL-CIO /CLC)	179	3,040	8,590	Oct. 19 Dec. 26	Wages~9¢ an hr. increase Jan. 1, 1964, 4¢ Jan. 1, 1965; 4¢ July 1, 1965, 4¢ Jan. 1, 1966 and 4¢ July 1, 1966; \$36 retroactive pay.
<i>Primary Metals</i> Page Hersey Tubes, Welland, Ont.	U.E. Loc. 523 (Ind.)	900	5,400	5,400	Dec. 19 Dec. 30	Suspension of 18 workers for refusal to work over- time~Return of workers.
<b>CONSTRUCTION</b> Janin Construction, St. Hyacinthe, Que.	Building Workers' Federa- tion (CNTU)	155	2,830	2,830	Dec. 4 .....	Wages, seniority, grievance committee~
<b>TRADE</b> Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	156 (29)	3,050	11,020	Sep. 16 .....	Wages~
<b>SERVICE</b> <i>Education</i> Roman Catholic School Board, Ste. Foy, Que.	Corporation des Institu- teurs et Institutrices Catholique (Ind.)	370	1,110	1,110	Dec. 6 Dec. 11	Salary scales~Return of workers further negotia- tions.

Figures in parentheses indicate the number of workers indirectly affected.

## Recent Regulations

(Continued from page 147)

It also authorized the establishment of a professional advisory committee to be known as the "Radiological Health Committee." Among other duties, this Committee is required to advise the Minister concerning all aspects of protection against the hazards of ionizing radiation, and to prepare a code of recommended practice for the guidance of persons in control of or using radiation equipment.

In November, after consultation with the Radiological Health Committee, regulations were issued defining the maximum permissible dose. In these regulations (O.C.

2003/63 gazetted November 15), the "maximum permissible dose" is defined as follows:

(a) the dose of X-radiation to the gonads, blood-forming organs or lens of the eye of any occupational worker equivalent to three rems in any period of 13 consecutive weeks; or

(b) in the case of an occupational worker of N years of age, the total accumulated exposure of X-radiation equivalent to 5(N-18) rems.

For purposes of these regulations, the dose in rems is to be considered numerically equal to the exposure in roentgens.





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Social Insurance Number Project (p. 182)

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(Continued on page three of cover)



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister

George V. Haythorne, Deputy Minister

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## Social Insurance Number Project

*At beginning of April, with Unemployment Insurance Commission as agent, federal government will begin registration of all employees preparatory to allotment of Social Insurance Number*

At the beginning of April the federal Government, through the Unemployment Insurance Commission, will begin registering all Canadian employees except those in the armed forces, in private domestic service, agricultural workers, and members of the clergy and religious orders. Each person registered will be allotted a nine-digit Social Insurance Number.

The start of the registration was set for the beginning of April so that it can be completed before the end of June, when 1963-64 unemployment insurance books expire.

An estimated total of more than 6,000,000 employees across Canada will be required to register.

### Reasons for System

In outlining to key personnel in the registration the reasons for introducing the new numbering system, the Minister of Labour said: "The present unemployment insurance numbering system has become obsolete because of the growth in the labour force and the fact that electronic data processing equipment is being used more and more in government record-keeping."

It therefore was opportune, he said, in line with the Glassco Commission suggestion, to introduce a new numbering system: a single number which is applicable to all employees—"those who are insured under the Unemployment Insurance Act and those who are not insured."

The numbering system, the Minister said, has been designed to be broad and flexible enough to be adapted to requirements of the proposed Canada Pension Plan and other social security measures.

The Social Insurance Number card will have three sections. The employee's part will contain only the employee's signature in addition to the nine-digit number. The second part, a duplicate, will be filed for safe keeping.

The third section will be retained by the employer. It will have, in addition to the Social Insurance Number, the name of the employee, the birth date (day and month only, not the year) and the former unemployment insurance number.

An employer—one who has one full-time or one part-time employee on payroll—will be required to deliver to each employee his Social Insurance Number card.

To allay fears of regimentation and loss of identity, the Minister of Labour pointed out that "identity will not be lost and regimentation will not be the end result." And the real purpose of the program was not to obtain an inventory of manpower.

### Record-Keeping

"Essentially, the project is one to ensure better record-keeping," he explained. "There is nothing in additional information provided by the applicant for a Social Insurance Number that has not already been on record in the federal Government." The Minister pointed out also that much of the information that is requested for this registration was also asked for in the application for an unemployment insurance number for the past 22 years.

To illustrate the complexities of record-keeping on a large scale, the Minister said: "The need for more details of an individual for positive identification is appreciated when you realize there are now 50,000 Smiths in the Unemployment Insurance Commission's master index, and well over 10,000 Smiths have the initial 'J'."

It will not be necessary to carry the card with the Social Insurance Number on it. It has been suggested only that the card be carried so that it would be conveniently available, for example, for those who are seeking or changing employment from time to time. In this way, the new employer could be given the number immediately.

### Another Misconception

Another misconception that appeared when the new registration system was first announced was the belief that the system was intended for use in extending coverage under unemployment insurance. "There is no consideration in the Social Insurance Number project of broadening the group who will pay unemployment insurance."

Another erroneous belief has been that there was a relationship with the work of the Emergency Measures Organization. "I can assure you there is absolutely no present relationship between the numbering project and organizing and implementing plans for survival in the event of atomic attack".



## 50 Years Ago This Month

*Dispute between three unions and Quebec Shoe Manufacturers' Association that led to a strike at two establishments and a lockout elsewhere in the industry was settled in second month.*

A dispute involving 3,000 employees in shoe manufacturing establishments operated by members of the Quebec Shoe Manufacturers' Association, which led to a strike in the latter part of December 1913, was settled in February 1914. The circumstances of the dispute and its settlement were described in the LABOUR GAZETTE of March 1914.

The employees involved were members of three unions: the Canadian Federation of Shoe Workers (leather cutters), the Federation of Boot and Shoe Workers (machinists), and the Boot and Shoe Workers' Union (shoe lasters).

"During October 1913, notices were posted in the various factories setting forth the working conditions under which such factories would be operated," the GAZETTE's report said. "The conditions imposed, besides fixing the rate of wages and hours of employment, gave the employers the exclusive right of engaging, discharging or suspending employees, and established the employer, or his representative, as the sole judge of the competence and ability of an employee to do specified work.

"The terms of the employers were generally accepted at the time by the employees. In December, however, employees in two establishments objected to the employment of a non-unionist, and struck work." The two firms affected employed about 220 hands.

At the end of December, all the remaining members of the Shoe Manufacturers' Association decided to close down because their employees had refused to sign individually the agreement governing conditions of employment. The effect of this was an almost complete shutdown of the shoe-manufacturing industry in Quebec.

Finally, with the assistance of one of the conciliation officers of the Department of Labour, a settlement of the dispute was reached in February. The settlement was described as follows:

"By the terms of the agreement, the men were not required to sign individual contracts, but it was arranged that a committee of three representatives from each of the unions interested should sign for them. A monetary penalty was fixed for the fulfilment of the contract, the amount being \$600, or \$200 from each union. In case

of non-fulfilment of the terms of the contract the money will be confiscated for the use of the Shoe Manufacturers' Association.

"Provision was also made for cases of individual grievances. Any employee having such will be required to make a deposit of \$25 before the case is heard by the Board of Arbitration, and the party in default will have to bear the costs of the hearing. Another clause exacts that the union interested shall secure legal recognition by incorporation as soon as possible."

Wages in February 1914 were moving both up and down, the LABOUR GAZETTE reported.

"An important increase affecting 300 printers went into effect at Quebec. By this change the minimum weekly wages were raised from \$15 to \$16.50." This rate was to last for two years, when an additional increase of \$1.50 was to be granted.

"It was reported that the employees of the Canadian General Electric Company, who received an increase in wages last summer, had their wages reduced during February. Another reduction went into effect at Niagara Falls, where the Toronto Power Company reduced the wages of its labourers from 25 cents to 20 cents an hour.

"Policemen at Hamilton were given increases ranging from \$50 to \$100 a year; the minimum wage for civic labourers was raised from 22 to 25 cents an hour."

"The police commissioners increased the chief's salary from \$1,200 to \$1,350, one sergeant from \$1,000 to \$1,100, one sergeant from \$924 to \$1,050, four constables from \$864 to \$950, and one constable from \$720 to \$900," the Niagara Falls correspondent of the GAZETTE reported. "At the end of three years' service a constable will receive a service stripe, and for each additional five years an additional stripe, each stripe entitling him to 5 cents per day extra pay."

The Montreal correspondent said that there were many more men out of work in the city than there had been the year before. "The necessity of housing the increasing number of poor and homeless men who are continually asking for charity has been brought to the attention of the Board of Control, and a municipal boarding house has been projected.

## NOTES OF CURRENT INTEREST

### A. H. Brown Named Chairman of Canada Labour Relations Board

A. H. Brown, Deputy Minister of Labour from 1953 to 1961 and now Director of the Canada Branch of the International Labour Office, last month was appointed Chairman of the Canada Labour Relations Board. He succeeds Hon. C. Rhodes Smith, QC, Chairman since 1953, who has been appointed a member of the Manitoba Court of Queen's Bench.

Mr. Brown has been Vice-Chairman of the CLRB since its inception in 1948.

A member of the Department of Labour for almost 18 years, Mr. Brown came to Ottawa in 1929 to become Secretary-Treasurer of and Legal Adviser to the Canadian Farm Loan Board.

From 1939 to 1942 he was a member of the Dependents' Allowance Board, Department of National Defence; he was

Chairman of the Board in 1941. During this period he also served as a member of the Dependents' Board of Trustees.

In January 1943 he became Chief Executive Officer and Legal Adviser of the Department of Labour, and also served as Vice-Chairman of the Wartime Labour Relations Board. On April 1, 1951 he was appointed Assistant Deputy Minister of Labour.

Mr. Brown was Canadian Government representative on the Governing Body of the International Labour Organization from 1953 to 1956 inclusive, and was elected to serve as the Chairman of the Governing Body for the 1955-56 term. He attended a number of International Labour Conferences at Geneva as leader of the Canadian Government delegation.

### Department Prepares Purchasing Course for Small Manufacturers

A five-session course entitled "Purchasing for Small Manufacturers" is being made available by the Department of Labour to owners and operators of small manufacturing and processing firms across Canada. The course was "field tested" last fall in Etobicoke, Ont.

The course was prepared by the Department's Small Business Management Training Division of the Technical and Vocational Training Branch (L.G., Feb. p. 94), with the assistance of Prof. Michiel R. Leenders, School of Business Administration, University of Western Ontario; a committee of the Ottawa Chapter of the Canadian Association of Purchasing Agents;

and Rolf S. Lockeberg, a Hull, Que., manufacturer. Prof. Leenders is also educational adviser to the Canadian Association of Purchasing Agents.

The course, prepared specifically for owners and operators of small manufacturing and processing firms, is made available in local communities through provincial governments. Instructors are drawn from the ranks of business and professional men.

The purposes of the course are to assist the owner/manager to avoid problems and pitfalls frequently encountered in purchasing; to save time in carrying out the purchasing task; and to save money where it will do the businessman the most good.

### UIC Appoints Kenneth Pankhurst to Head Economic Research Division

Kenneth Pankhurst, former Director of Economic and Social Research at the University College of Wales, Aberystwyth, Wales, was appointed last month as Chief of the Economic Research Division of the Unemployment Insurance Commission.

Mr. Pankhurst has been assigned to set up a research division to investigate the economic circumstances of the unemployed in Canada, and to ascertain the effects of unemployment insurance and the extent to which it is adequate.

Born in London, England, Mr. Pankhurst was graduated in 1952 from the London School of Economics, where he majored in economic history. From 1952 to 1954 he

was a Dean Research Scholar at Leeds University.

In 1954 he joined an industrial development council, the Cotton Board, and remained there as an economist until 1957, when he went to the National Institute of Economic and Social Research, London. There he was engaged in economic forecasting, and reporting what was happening to the British economy.

He was appointed Director of Economic and Social Research at University College, Wales, in 1959. For the past two years he also acted as a consultant to Britain's National Economic Development Council.



## **This Year's Winter Works Program Providing More Jobs Than 1963's**

In the number of men to be hired, and the number of man-days work to be provided during the period of the program, the 1963-64 Municipal Winter Works Incentive Program by February 21 had substantially surpassed the previous year's program on the corresponding date in 1963.

This year's estimates were 136,952 men compared with 115,184 in 1963, and 6,018,449 man-days compared with 5,286,786 in 1964. At the end of the 1962-63 program, 145,202 men were estimated to have been hired during the whole period of the program, and 6,171,606 man-days of work to have been provided.

The 6,203 applications accepted on February 21 this year, however, fell a little below the number of 6,353 accepted on the corresponding date in 1963. But although the estimated cost of projects during the period of the program was only slightly higher at \$253,319,000 than the figure of \$251,771,000 last year, the estimated direct payroll cost was \$86,969,000 compared with \$77,449,000 in 1963. The percentage of payroll cost to total cost this year was 34.3, compared with 30.8 per cent last year.

The number of participating local authorities on February 21 this year was 2,525, and at the corresponding date last year it was 2,390.

## **Issue Report on Drop-Out Rates In University Engineering Courses**

Bulletin No. 3 in the Professional Manpower Bulletin series presents information on drop-out rates in engineering courses in Canadian universities. The series provides preliminary or special statements on professional manpower topics.

The report shows that the average drop-out rate for engineering classes graduated from 1954 to 1963 inclusive was 44 per cent. The rate increased steadily from 31 per cent for the class of 1954 to 50 per cent for the classes of 1960 and 1961, then dropped to 46 per cent for the class of 1963.

For these engineering classes, 24 per cent, on the average, dropped out in the first year, 10 per cent in the second year, 6 per cent in the third and 4 per cent in the final year. For five-year engineering courses, in order to permit comparisons with four-year courses, the second year was considered the starting year.

The statistics indicate also that the engineering drop-out rate was higher than that for certain other faculties. For the

class of 1959, the estimated drop-out rates were: engineering 45 per cent, arts and science 41 per cent, commerce 32 per cent, law 29 per cent, agriculture 25 per cent, forestry 21 per cent, medicine 10 per cent, and dentistry 9 per cent.

In addition to giving statistics on drop-out rates, the report presents an analysis of the various influences that cause students to drop out of university, and examines the relationship between the drop-out rate and student potential.

Professional Manpower Bulletin No. 3, *Drop-out Rates in University Engineering Courses*, may be obtained without cost from the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

## **Canada Proceeding to Ratify ILO Discrimination Convention**

The Government is proceeding with the ratification of the Convention on Discrimination in Employment and Occupation, adopted by the International Labour Conference in 1958 (L.G., 1958, p. 874).

In announcing this in the House last month, Hon. Allan J. MacEachen, Minister of Labour, referred to the question sometimes asked as to why the Government had not been able to ratify more ILO Conventions. He explained that when Conventions fell partly within provincial jurisdiction, the Government had first to reach full agreement with the provincial authorities.

In this case, he said, the Government had consulted the provinces, and all had indicated that they were following a policy fully consistent with the objectives of the Convention. They had all, moreover, given full support and approval to the proposed ratification.

## **Department Supplies Information To OECD for Survey Report**

A 290-page report, *Resources of Scientific and Technical Personnel in the OECD Area*, has been published by the Organization for Economic Co-operation and Development. The Report is based on the third international survey on the demand for and supply of scientific and technical personnel.

Canada was one of 18 OECD member countries who contributed information for the report. The Canadian contribution was prepared by the Economics and Research Branch of the Department of Labour from information gathered by it and by the Education Division of the Dominion Bureau of Statistics.

Copies of the report may be obtained from the Queen's Printer, Ottawa.

## **Construction Industry, Labour Join In Submission to Federal Cabinet**

Research is the key to full employment and economic prosperity, it was stated in a joint brief presented last month to the federal Cabinet by representatives of management and labour in the construction industry.

The brief was presented by a delegation led by J. B. Mathias and C. C. Cooper, chairman and secretary respectively of the Association of International Representatives of the Building and Construction Trades; and Donald H. Jupp, President, and S. D. C. Chutter, General Manager, of the Canadian Construction Association.

Research steps so far taken by the Government, the delegation said, had been almost exclusively of a short-term nature or had been concerned with the supply of labour. They appeared to have prevented a further increase in unemployment, but to have done little so far in tackling the fundamental problems involved in developing policies aimed at creating a steadily growing demand for labour.

The brief went on to speak of the need for greater numbers of labour economists, and urged the Government to encourage the universities in their efforts to train more of such specialists.

The establishment of the Economic Council of Canada was commended, and the hope was expressed that the Council would be able to recommend long-term economic policies that would maintain "full" employment.

## **U.S. Labour, Business Advised To Avoid Wage and Price Rises**

Business and labour were urged to avoid "inflationary" wage and price increases, and unqualified support was given to the wage-price guideposts of the Kennedy Administration, in President Johnson's first Economic Report to Congress.

The President predicted a faster rate of economic expansion in 1964 than last year as a result of the early passage of the tax-cut bill. The faster rate of expansion would lower unemployment "significantly," the report said.

But the favourable outlook depended on "swift" action by Congress on the tax reductions, on consumers' spending the extra money left in their hands, and on labour's and management's resisting the "temptation" to "exploit" the improved market and employment situations by "unneeded price boosts" and "excessive wage demands."

President Johnson gave warning that he would not hesitate to use the powerful weapon of "public attention" to prevent inflationary price and wage increases. Public attention was the method used by the late President Kennedy in forcing the steel companies in 1962 to cancel increases they had announced in the price of steel.

## **Immigration Higher in 1963**

The total number of immigrants destined for the labour force who arrived in Canada in 1963 was 45,866, compared with a total of 36,748 in the preceding year, according to the Department of Citizenship and Immigration. Wives and children, and others not destined for the labour force, totalled 47,285, compared with 37,838 in 1962. Total immigration in 1963 was thus 93,151, compared with 74,586 in 1962.

## **In Parliament Last Month**

**Speech from the Throne**—A measure to establish minimum wages, maximum working hours, statutory holidays and other labour standards for industries under federal jurisdiction will be introduced during the second session of the 26th Parliament, it was announced in the Speech from the Throne at the opening of the session on February 18.

"A variety of measures which will further increase employment and raise the standard of living by strengthening and expanding the primary and secondary industries of Canada" was also forecast.

Other legislation of interest to labour forecast in the Speech included:

—Establishment of a comprehensive system of contributory pensions.

—Reform of the public regulation of the railways so as to facilitate the adaption of the railway system to present and future needs.

—Arrangements to allow university students in need of such assistance to obtain loans without paying interest during the years of study.

—Major amendments to the National Housing Act.

—Establishment of a 12-mile limit for the use of Canadian fisheries.

—Measures to help in the improvement of farms and farm income, to strengthen the position of periodicals published in Canada, and to establish an age of retirement from the Senate.

The Speech said the Government will attempt to make its full contribution to fostering the full employment of the Canadian people and the efficient growth of the economy.



# Pension Plans in Canadian Industry

*Survey finds 72 per cent of non-office and 88 per cent of office employees surveyed were in plants with a pension plan*

A substantial number of employees in Canadian industry work in establishments that have some kind of pension plan.

The annual survey of working conditions conducted each May by the Economics and Research Branch, Department of Labour, a report on which has just been released (see box), found that of the 1,541,163 non-office employees in the May 1963 survey, 72 per cent were in establishments reporting a pension plan; of the 681,658 office employees, 88 per cent were in establishments with a pension plan.

Eighteen per cent of the non-office employees covered by the survey did not have to contribute to the pension plan in their establishments; 54 per cent were in establishments with contributory plans.

In Ontario, a higher proportion of employees than in any other province were in plants where the employer pays the whole cost of the pension plan. Of the total non-office employees in Ontario covered by the survey, 27 per cent were in plants with a non-contributory plan; of office employees, 15 per cent.

A tabulation, by province, of the survey returns relating to pension plans, for office and non-office employees, appears on page 189.

## Non-Office Employees

**By Province.** An analysis by province shows that Saskatchewan had the highest proportion—82 per cent—of non-office employees in plants where a plan was in effect; Manitoba came next with 77 per cent, and Ontario third with 76. New-

foundland, with 60 per cent, had the smallest proportion. Quebec had 65 per cent.

Regarding the contributory type of plan, in which the cost is shared by employer and employees, the proportion of the non-office employees in the survey who actually participated in such a plan was 36 per cent.\*

By provinces, Saskatchewan again led in the proportion of non-office employees actually participating in contributory pension plans, with 61 per cent. Manitoba was second with 48 per cent, and New Brunswick came third with 46 per cent. Quebec had 36 per cent and Ontario 32 per cent.

But Ontario led in the proportion of employees in reporting units† with a non-contributory plan. Of the Ontario non-office employees covered by the survey, 27 per cent were in such plants; 49 per cent were in establishments with a contributory plan. In Saskatchewan, the percentages were 4 and 78; in Manitoba, 6 and 71; and in Quebec, 13 and 52, respectively.

Taking the country as a whole, the most common period of service required to become eligible to participate in a contributory plan was one year; 14 per cent of total

\* Owing to service requirements, not all employees in an establishment where a pension plan is in force are eligible to benefit by the plan.

† The term "reporting unit" refers to an operating unit having an independent existence in the sense that it contains within itself all of the elements needed for the activities carried on. Thus the reporting unit is typically a factory, mine, store or similar unit; although in most cases it is a separate firm, it should be noted that the term "reporting unit" is not necessarily synonymous with "firm" or "company".

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*Working Conditions in Canadian Industry, 1963 has just been issued by the Economics and Research Branch, Department of Labour. The 220-page report contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, pension plans, group life insurance, sickness and accident leave benefits, educational assistance and the proportion of employees covered by collective agreements.*

*The report is divided into two parts, one for non-office and one for office employees. Both parts are presented on an area basis and an industrial basis. For Canada and each of the provinces the information refers to the total industrial composite. In addition, data are presented for some 40 individual industrial divisions on a Canada basis.*

*The report presents information obtained in the Department's annual survey of working conditions conducted at May 1, 1963. The survey covered some 20,000 employers with a total of 2,222,821 employees, 1,541,163 non-office employees and 681,658 office employees.*

*The bilingual report is available from the Queen's Printer (Catalogue No. L2-1563) at 35 cents a copy.*

non-office employees needed this length of service. The next most common period was three months or less (percentage of employees, 12). Only 1 per cent of the employees were in plants where the qualifying period was more than five years.

**By Industry.** Particulars of survey coverage are based on a wide range of non-agricultural industries, including 8,494 establishments in manufacturing, with 853,647 non-office employees. Forestry, construction, water transportation and government service (except municipal works departments) are not covered.

In manufacturing, the percentage of the total number of non-office workers in the survey who were employed in plants where a pension plan was in effect was 69 per cent, made up of 23 per cent under a non-contributory and 46 per cent under a contributory plan. Of the total number of employees in all establishments reporting a pension plan, 28 per cent actually participated in a contributory plan.

The most common length of service required for participation in a contributory pension plan, as shown by the number of employees in the units reporting as a percentage of the total number of employees in the survey, was one year (15 per cent), with two years the next most common (11 per cent).

The percentage of the total employees in establishments in the manufacturing industry that reported a pension plan ranged from 20 per cent in Sash and Doors to 100 per cent in Tires and Tubes. All the employees in the latter industry were under a non-contributory plan.

### Office Employees

**By Province.** As was the case with non-office workers, Saskatchewan was the province with the highest percentage of office employees in establishments where a pension plan was in force, viz., 93 per cent. Manitoba was second with 91 per cent, and Alberta third with 90 per cent. Ontario had 89 per cent and Quebec 86. Newfoundland, with 76 per cent, had the lowest proportion.

Among establishments that had a pension plan, the country-wide proportion of 88 per cent was made up of 13 per cent in establishments where the employers paid the whole cost of the plan and 75 per cent in those where the cost was shared by employers and employees.

In Saskatchewan, only 4 per cent of the employees were in establishments where the employer pays the whole cost, and 89 per

cent in plants where the employee contributes. In Manitoba, the percentages were 5 and 86, and in Alberta, 5 and 85. In Ontario, 15 per cent were in establishments where the plan was non-contributory; 74 per cent, where the plan was contributory. In Quebec, the percentages were 14 and 72.

As a proportion of the total number of 681,658 office employees, those who were participants where a contributory plan existed amounted to 65 per cent in Saskatchewan, 58 per cent in Alberta, 57 per cent in Manitoba, 47 per cent in Quebec and Ontario, and 49 per cent in the whole country. The lowest percentage was 46 in Newfoundland.

Apart from the generally higher proportion of office employees who were in establishments where a pension plan was in effect, the most conspicuous difference between office and non-office employees was in the proportion employed in establishments where a non-contributory plan was in effect: 13 per cent of office employees, and 18 per cent of non-office employees.

In five provinces, the percentages for establishments where the plan was non-contributory were 5 per cent or less. The provinces in which the non-contributory percentages were highest were Ontario (15 per cent) and Quebec (14 per cent).

In Canada as a whole, three months or less was the most common qualifying period under contributory plans (24 per cent of employees), and one year was the next most common (23 per cent).

**By Industry.** The survey of office employees in manufacturing, covering a total of 263,814 workers in 8,213 reporting units, showed an aggregate of 85 per cent of the employees in the survey were in reporting units covered by a pension plan. This percentage was made up of 17 per cent in units with a non-contributory, and 68 per cent with a contributory plan. Employees actually participating in a contributory plan amounted to 46 per cent of the total.

The most common length of service required to qualify for participation in a contributory plan was one year (in plants with 27 per cent of the total employees), and the second most common period was two years (14 per cent).

The percentages for the various industries were similar to those for the non-office employees, except that all percentages were higher. The percentages of employees in units reporting a pension plan in the various industries ranged from 36 in Sash and Doors to 100 in Tires and Tubes.



# PENSION PLANS IN CANADIAN INDUSTRY, 1963, BY PROVINCE Non-office Employees

	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
<b>SURVEY COVERAGE</b>											
Total number of reporting units.....	19,830	258	82	688	516	4,743	8,187	1,146	777	1,404	1,991
Total number of employees.....	1,541,163	18,880	2,436	44,104	33,557	499,360	685,181	75,850	34,622	75,654	139,386
<b>Employees in establishments reporting:</b>											
A pension plan.....	72	60	63	67	74	62	76	77	82	75	71
Non-contributory plan (employer contributes only).....	18	6	9	20	8	13	27	6	4	7	11
Contributory plan (joint employer and employee contributions).....	54	54	54	47	66	52	49	71	78	68	60
<b>CONTRIBUTORY PENSION PLANS</b>											
<b>Employee Participation in Plan:</b>											
As a percentage of the total number of employees in all establishments (line 2, above).....	36	38	37	37	46	36	32	48	61	45	36
<b>Length of service required to participate in plan:</b>											
3 months or less.....	12	26	24	11	19	8	10	25	28	16	11
4 to 11 months.....	9	18	4	14	16	8	7	13	13	12	8
1 year.....	14	4	9	10	12	17	13	10	19	19	16
2 years.....	8	3	12	7	9	10	8	10	6	8	5
3 years.....	5	.....	3	3	6	3	5	2	3	3	14
4 years.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5 years.....	5	3	1	1	3	5	5	10	8	9	5
more than 5 years.....	1	.....	1	1	1	1	1	1	.....	1	1

## Office employees

<b>SURVEY COVERAGE</b>											
Total number of reporting units.....	18,176	243	72	624	451	4,386	7,548	1,046	689	1,293	1,791
Total number of employees.....	681,658	6,631	1,132	14,930	10,920	187,335	314,858	34,574	16,230	40,997	53,502
<b>Employees in establishments reporting:</b>											
A pension plan.....	88	76	82	85	88	86	89	91	93	90	88
Non-contributory plan (employer contributes only).....	13	4	3	11	9	14	15	5	4	5	12
Contributory plan (joint employer and employee contributions).....	75	72	79	74	79	72	74	86	89	85	76
<b>CONTRIBUTORY PENSION PLANS</b>											
<b>Employee Participation in Plan:</b>											
As a percentage of the total number of employees in all establishments (line 2, above).....	49	46	49	50	56	47	47	57	65	53	48
<b>Length of service required to participate in plan:</b>											
3 months or less.....	24	42	40	29	42	19	21	41	47	27	31
4 to 11 months.....	9	16	8	11	4	7	10	5	3	10	4
1 year.....	23	6	19	23	15	27	21	20	28	34	23
2 years.....	9	4	10	7	7	10	10	9	4	6	6
3 years.....	5	1	2	3	4	5	6	3	2	2	8
4 years.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5 years.....	5	3	2	1	7	4	5	1	1	4	3
more than 5 years.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

Note: All percentages in this table are proportions of the number of employees given under survey coverage, shown at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

# 46th Annual Meeting of the Canadian Construction Association

*Committees report progress in labour-management relations, new approaches to apprenticeship training. Support is urged for Labour College of Canada and for study of welfare plans*

Progress in labour-management relations and new approaches to apprenticeship training were reported to delegates attending the 46th annual meeting of the Canadian Construction Association, held in Toronto on February 2-5. Reports by the Labour Relations Committee and the Apprenticeship Training Committee were among those given by 13 standing committees of the Association. More than 900 delegates and guests attended.

Among recommendations of the Labour Relations Committee were that "sympathetic and if possible material support be given to the Labour College of Canada" and that Association affiliates carry out a careful study of welfare plans. The Apprenticeship Training Committee proposed the indenturing of apprentices to "Joint Committees" and recommended pre-employment training among its proposals.

William Ladyman of Toronto, Vice-President, International Brotherhood of Electrical Workers, speaking on "Multi-Trade Bargaining and Provincial Agreements," told delegates that from the union's point of view, multi-trade-union bargaining has many disadvantages, but that the craft unions in Canada are favourably inclined to agree with multiple-employer bargaining. Such approach, however, could not be developed overnight, he added.

T. C. Higginson, President, Engineering Institute of Canada, Saint John, N.B., speaking on the ties between the EIC and the CCA, emphasized the increasing importance of education.

Dr. J. A. Corry, Principal, Queen's University, Kingston, Ont., spoke on "The Nation and the Universities," and M. L. Baxter of M. L. Baxter Ltd., Toronto, addressed the delegates on university education for the construction industry, and described the curriculum of an industrial engineering course at the Nova Scotia Technical College, especially the option dealing with construction methods and materials.

Delegates approved changes in some 14 standing resolutions expressive of CCA policy and added two new ones. Among the total of 25 resolutions were recommendations that:

—Provincial Governments should introduce and enforce compulsory tradesmen's qualification legislation for the construction industry.

—Labour legislation should be revised by the federal Government, and by provincial Governments that have not yet done so, "to provide for conditions governing the construction industry."

—Wherever practicable, materials and equipment marked "Canadian-made" should be specified for construction by all concerned.

—Federal and provincial Governments should develop more effective incentive policies in order to encourage economic growth.

In the address by their President, delegates heard the federal Government criticized for its sales tax on many construction materials and equipment previously exempted. This could jeopardize the record capital expenditures that had been forecast for this year, he told them.

The Association elected Donald H. Jupp of Toronto as President for 1964, to succeed T. A. Somerville. Mr. Jupp is President, Pilkington Brothers (Canada) Ltd.

## **President's Address**

In his address to the meeting, outgoing President T. A. Somerville said the construction industry had completed a record program in 1963—with a value in excess of \$7,600,000,000. He criticized the federal Government for its sales tax on many construction materials and equipment, saying it may affect the record capital expenditures projected for this year.

He was concerned about the future; some of the problems the industry and the country faced were: greater government control accompanied by increased spending and higher taxes, too much construction work being performed by government forces and forces of government agencies and commissions, and smaller profits ahead and more and larger bankruptcies. He also saw "greater and often irresponsible demands from labour," and lower standards of workmanship.



Mr. Somerville criticized the application of the federal sales tax to many construction materials and equipment previously exempted. "This federal sales tax policy was completely unexpected and at variance with stated government policy objectives designed to increase the rate of economic development, and is working against the efforts of some ministries endeavouring to expand trade," he asserted. He added that the record capital expenditure program for 1964 may be jeopardized by this sales tax.

He also criticized on several grounds the construction carried out by government departments or agencies in competition with private industry. They were exempt from many taxes, and could not deal with the problems of the changing conditions in the industry the way the construction industry could.

Referring to profits, he said that between 1951 and 1961, corporate sales increased 98 per cent but profits after taxes increased only by 4.3 per cent. Many concerns operating at too low a profit had disappeared, he pointed out.

He said there was an increasing amount of irresponsible competition within the industry; some operators declared one bankruptcy after another, he asserted, stating that our laws "are disgracefully lacking in this regard."

Another worry of the industry was the lower standard of workmanship, the President said. Everybody demanded excellence from everyone else, but it was necessary for all in the industry to live up to their responsibilities, he stressed.

### Committee Reports

*Labour Relations Committee*—The Labour Relations Committee, among other recommendations in its report to the meeting, proposed that "sympathetic and if possible material support be given to the Labour College of Canada"; that undertaking closer contact with labour groups would result in a better understanding of problems, which in turn would create a mutual respect and provide more stable relations; and that affiliates carry out a careful study of welfare plans.

As to welfare and education assistance plans, the committee held up the Montreal district as a good example to follow. The 1964 budget for the Montreal construction industry included \$600,000 in apprenticeship grants and \$5,000 in scholarships for university courses.

The committee also pointed out its success in paving the way in Canada for joint (labour-management) presentations to governments. Three such briefs had been presented.

Support of research in construction labour relations had started to produce results, the committee reported. Part I of the first of three studies was published last November under the auspices of the National Research Council. It is entitled: "Manpower Utilization in the Canadian Construction Industry," and represents essential prerequisites for Part II, which deals with economic hours of work and work weeks, and which the committee expected would be published soon by the University of British Columbia.

In addition, the CCA has co-operated closely with the author of a McGill University Ph.D. study on the "Effects of the Quebec Collective Agreement Act in the Province's Construction Industry from 1935 to 1960." It is to be published this year, in English by McGill and in French by Laval University.

The committee reported also that Peter Stevens, the Association's Director of Labour Relations, had spent several weeks in Western Europe last summer to research construction labour relations in West Germany, Sweden, Belgium, France and the United Kingdom.

In addition, it reported that one-day locally conducted seminars at the invitation of affiliates took place at 22 centres and were attended by more than 500 construction executives. The offer is being repeated this year.

*Apprenticeship Training Committee*—Reporting on its activity for 1963, the Apprenticeship Training Committee offered the conclusions that:

1. The indenturing of apprentices to "Joint Committees" could help to create more employment opportunities for apprentices.
2. Compulsory tradesmen's qualification legislation is a highly desirable prerequisite for the required increased employment of indentured apprentices.
3. Financial incentives would likely encourage construction employers to employ greater numbers of indentured apprentices.
4. Pre-employment training of apprentices is highly desirable.
5. More publicity, guidance and counselling on the advantages of apprenticeship training in the construction industry are essential.
6. Care should be taken to attend to the need to up-grade the existing construction labour force before adding additional helpers to it through training programs for the unemployed.

Reviewing its work and developments during the past year, the committee pointed out that the Association had decided to accelerate its activities to promote apprenticeship training after having concluded that employment opportunity, increased production, and improved workmanship were becoming more and more dependent on the

education and trade training of the Canadian labour force. As a result, a nationally representative committee was appointed. It held three meetings during the year and issued four "Training Topics" bulletins, including two on recent apprenticeship and trade training developments in Western Europe.

Particular attention was paid to the development of supervisory training.

Assisted by the federal Department of Labour's Technical and Vocational Training Branch, a small CCA advisory committee had started to define and analyse the job of "construction superintendent." When completed this summer, this analysis will be made available to local advisory committees of affiliates for developing, in conjunction with their provincial or local education authorities, a syllabus suited to their needs.

## Multi-Trade Bargaining and Provincial Agreements

*Address by William Ladyman, I.B.E.W., to CCA Annual Meeting*

From the union's point of view, "there seems to be little disadvantage to multi-employer bargaining" but multi-trade-union bargaining has numerous disadvantages, especially in the more highly skilled crafts, William Ladyman of Toronto, Vice-President, International Brotherhood of Electrical Workers, told the annual meeting of the Canadian Construction Association in an address on "Multi-Trade Bargaining and Provincial Agreements."

"There is a very real fear that the wage differentials between the trades will be reduced to the benefit of the less-skilled and less-highly paid craftsmen," he added.

Multiple bargaining is an involved concept, Mr. Ladyman said. His union has agreements that cover as many as four states in the United States. These agreements are between a number of employers, represented by an employers' association, and more than one local union. He stressed that the employers are specialized contractors, for the most part employing only electricians, and that the unions are all locals of the same international union representing only one craft. He continued:

These two points are extremely important, since the concept of multi-employer and multi-trade bargaining expressed in the Goldenberg Commission's Report [L.G. 1962, p. 778] deals with a much broader form of agreement. The multi-employer form of bargaining in Canada takes on a different form from that in the United States because of the wider use of general contractors. By this we mean contractors who bargain with a number of trade unions rather than one trade.

Eventually, multi-trade bargaining could create an industrial type of union in each bargaining situation, with the submersion of the crafts as has been found in the United States upon the emergence of District 50 of the United Mine Workers in the construction field, he said. "I would be less than honest with you, gentlemen, if I were to suggest the trade unions in Canada

are about to accept this concept at this time or in the foreseeable future," he declared.

And on multiple-employer bargaining the speaker explained his views thus:

... I will say this, the craft unions in Canada are very favourably inclined to agree with the idea of multiple bargaining. The entire question is being considered very carefully by the different organizations and I have no doubt that in the years to come, some workable arrangement will be devised. If it is good for the industry it will be done, but it is not going to be accomplished overnight, and it must be done on the basis of Canadian conditions.

There are actually many forms of multiple bargaining in Canada today, he asserted. The railway industry provides one example of what his union does not want in the construction trades—to have all mechanical tradesmen grouped in one classification, known as Mechanic, with the same wage rate and same conditions. He pointed out this had caused much resentment, as the identity of a craft was lost, and it had two other bad effects: difficulty in getting competent tradesmen and in holding apprentices in railway service once they finish their training.

As a completely different example of multiple bargaining in Canada the speaker listed the Allied Construction Council serving the construction workers employed by the Ontario-Hydro-Electric Commission. Here most of the railways' disadvantages from labour's standpoint are absent. The Pine Point Project in the Northwest Territories is also a good example.

The speaker asserted that it was a fallacy to approach multiple bargaining on the basis of equalization of working conditions, reducing higher rates to improve the lower ones, and so on, as this "very effectively will destroy the concept of multiple bargaining before it begins." Craftsmen are proud of their trade and their history, and do not want to sacrifice the gains they have made for this form of bargaining, he said.



As to bargaining on a province-wide basis, an important consideration is the independent character of local unions. The International Brotherhood of Electrical Workers has 18 local union areas in Ontario, he emphasized, and if a province-wide negotiating team were to be formed, all of them would want some representation on it. "Multiply this by all building trades

unions and I am sure you will agree negotiations could be very difficult."

Mr. Ladyman believed that most officers of building trades unions saw merit in provincial agreements, but union constitutions differ and memberships must be convinced of their value. In addition, he pointed out that the contractors themselves would have to be convinced, and that all these things would take time.

## OFL Education Conference

*Speakers advise union movement to be flexible and receptive to change, to subordinate own interests to welfare of society*

Tradition, past practice and history may act as a dead weight on the labour movement unless the trade unions recognize the need for flexibility in a period of rapid change, Gower Markel, Education Director of the United Steelworkers, told an education conference in Niagara Falls last month sponsored by the Ontario Federation of Labour.

The labour movement, like other institutions, he said, must be flexible and receptive to change under the pressure of new developments. The problem was how to bridge the gap between the past and the present and future.

William Smith, President of the Canadian Brotherhood of Railway, Transport and General Workers, another speaker, said unions should start today on the path to subordinating their own interests to the welfare of society as a whole. He remarked that this was what they would have to do if they ever succeeded in building a political party that attained power on the strength of its promise to establish an equitable society.

Mr. Smith thought that unions should not reduce political pressure for desirable social legislation in favour of economic pressure at the bargaining table for welfare measures that would benefit union members only.

A similar view was expressed by Dr. John Rich, a Toronto psychiatrist and lecturer, when he said that the important question for unions to ask themselves was not what unions could best achieve for their members, but what was the best sort of society they could help to establish, "and then throw their full weight behind the necessary political and legislative changes."

Dr. Rich argued that trade unionists should be prepared to challenge the individualistic attitude in society. Corporations were not restricted in any move they made

toward specialization, but they accepted no obligation to retrain or replace workers who were thus made redundant, he said.

Although society demanded a high degree of skill, free education was provided for only a very limited range of persons. "Having made it impossible for the man who suffers from a low intelligence, or from skills which are no longer required, to gain an adequate income, we resentfully give him a minimum amount of welfare possible and blame him for being lazy," Dr. Rich asserted.

### Automation

With reference to automation, Giles Endicott, Research Director of the United Packinghouse Workers, said: "Automation requires that we change the basic concept of no-work-no-pay. Seditious as it may seem, and however counter to Calvinistic ethics, we must accept the principle of income unrelated to work." Although shorter work weeks without loss of take-home pay have become an accepted form of income without work, he said, he proposed pay for "non-work" at the plant or community centre.

Company directors should be elected by employees as well as by shareholders, said Dr. Donald J. Clough, Secretary of the Ontario Foundation of Automation and Employment. He suggested that such joint elections would change the master-servant relationship and bridge the ever-present gap between management and labour. Saying that what he was advocating was "a rather drastic adjustment of the capitalist philosophy," he argued that corporate enterprise was one of the few undemocratic institutions remaining in the western world.

He suggested that in their bargaining, public relations and political activities, unions could aim at the achievement of true industrial democracy.

## Industrial Safety

R. G. D. Anderson, General Manager of the Industrial Accident Prevention Association, Toronto, said that instead of encouraging union members to listen to the advice of employer-sponsored safety associations, unions had been "screaming from the sidelines" about not being represented on the Association's boards. He said that, except for executive committee and board meetings, IAPA meetings were open to the public. "Why haven't you taken advantage of these meetings?" he said.

Jack Cauley, Vice-Chairman of the Ontario Workmen's Compensation Board, said that some employers kept injured workers at full pay and then found an excuse to lay them off. This meant that the company's record of compensatable accidents was better than it otherwise would have been, and that its rate of assessment for workmen's compensation did not go up.

Organized labour had a commendable social record in fighting for national or provincial medical care plans, improved housing for low income groups, and for a contributory national plan, but it had done little to open the doors of the labour force for the handicapped, said David Archer, President of the OFL. The unions ought to consider revising seniority procedures to conform to conditions imposed by automation and relocation of plants, he contended.

### "Disemployment Fund"

"Automation is inevitable . . . Yet such progress means fewer jobs," said M. J. Fenwick, an OFL vice-president and

Assistant to the Director of District 6 of the United Steelworkers. "Automation threatens our traditional work-for-pay relationship. A new means of distributing purchasing power must be found."

The speaker suggested that employers who introduced automation should be made to pay an automation disemployment tax, which would be used to form a fund that could be drawn on to help pay full wages to employees laid off work. "Permanent or temporary loss of jobs due to automation should be treated as a major industrial and occupational injury, and should be compensated accordingly by full wages for the full period of disemployment," he said.

Mr. Fenwick disagreed with the "misplaced impartiality" with which "we provide equal welfare benefits for the poor and the rich, despite the wide economic imbalance between the two groups." He argued that social security payments should be confined to Canadians earning up to \$6,000 a year, and those earning more should "pay their own way."

Among other proposals by Mr. Fenwick were:

- A plan to "build the nation" through an economic development plan.

- A manpower development agency that "would be charged with job placement authority, training and retraining manpower, research need for new jobs and developing new skills."

"The general public too must be re-educated to accept the proposition that vocational and technical education is not demeaning and does not represent a downgrading in social status," he said.

## Second Nova Scotia Labour-Management Study Conference

Two recommendations regarding amendments to the Nova Scotia Trade Union Act made at the second Joint Labour-Management Study Conference at Dalhousie University in November (L.G., Dec. 1963, p. 1069) dealt with unfair labour practices and with voluntary conciliation boards.

The recommendation concerning unfair labour practices proposed that jurisdiction in such cases should be transferred from the courts to the Labour Relations Board. The Board would inquire into an alleged violation, and if unable to settle it, would issue an order; such an order would be filed with the Supreme Court of Nova Scotia and would become enforceable as an order of the court.

The recommendation regarding voluntary conciliation boards proposed that con-

ciliation boards should be appointed only if requested by both parties to a dispute. If both parties applied for a board, the Minister would be obliged to appoint one, but otherwise no board would be appointed. The Minister would cease to have the discretionary power he now has in the appointment of boards.

The recommendation that would increase from seven to twenty-one days the period that must elapse before a strike or lockout may be called would apply only in cases where a conciliation board was not appointed. When a board was appointed, the period would remain seven days after receipt of a conciliation board report. The December LABOUR GAZETTE, in describing this proposed amendment, did not make this distinction clear.



## Trustees Plan to Establish Advisory Council of Seamen

The Board of Trustees of the Maritime Transportation Unions has issued two directives, one calling on the five unions under trusteeship to nominate members from which an advisory council of seamen will be established, the second telling the unions they are to keep the trustees informed on all developments leading to contract signing.

Until now, the five unions have bargained on their own. Under the new system, the unions will continue to formulate their demands but will require trustee authority before signing any contract.

Representation has been requested from the various unions on the basis of union strength. The trustees will then select from this delegation the members who will form the seamen's advisory council.

The seamen's council is designed, among other things, to create a more uniform approach to the problems of the industry and to the relationship between seamen—Great Lakes and coastal—on the one hand and management on the other.

In January, at the request of the Board of Trustees, a comparable body representing management met with the trustees. It was the largest and most representative delegation by ship management in Canada since the early 1930's.

The major contracts currently in force between management and the Seafarers' International Union and the Canadian Maritime Union, representing unlicensed deck and engineroom crews, terminate at the end of May.

The SIU, largest of the five unions under trustee management and control, has informed the trustees that 42 contracts could be opened this spring but that no decision to do so has yet been reached.

The directive concerning the seamen's council quotes the trustees' belief that the time has come when such a council to represent the unions in the industry could be most helpful to the trustees and to the unions' membership.

"You are requested to nominate members and submit their names to us without delay," the directive said. "Though frequent meetings of the council may not be necessary, such meetings are likely to be better attended if nominations are generally confined to the Great Lakes and Upper St. Lawrence-Quebec City area."

The second directive suggests that, where appropriate, "each union will give notice of 'agreement opening', prepare its program of negotiations and objectives and fulfil its collective bargaining procedures in the normal fashion.

"Copies of all notices and other documents prepared for these purposes are to be forwarded to the trustees on the date of preparation or issue. But no agreement is to be finally concluded and signed before it has been approved by the trustees." Furthermore:

"In order to provide sound advice, the trustees will need to be represented in many negotiations and should, therefore, be kept informed as to the place of meeting and progress with the management bodies directly concerned."

Trustee Judge René Lippé explained the steps are part of the over-all role of the trustees to restore democratic order in the nation's shipping industry. The manner of the action also is designed to follow the principle established by the trustees at the outset of their assignment: to interfere as little as is necessary in the day-to-day functions of the unions, he said.

## Handicapped Businessmen Successful

*Two Nova Scotia paraplegics succeed with bookbinding shop staffed by other handicapped, have now opened another branch*

Ten years ago, two Montreal men, paraplegics as a result of war injuries, decided to settle in Port Joli, N.S., about 14 miles from Liverpool. This decision was to have far-reaching effects for the handicapped of the province and resulted in considerable savings for the Nova Scotia Government.

The two men, Charles Kelsey and George Whalley, about a year ago opened a bookbinding shop in an inconspicuous building next to a lumber yard in Liverpool. They started with three employees, all handicapped persons. The business expanded rapidly, until 12 persons were on the payroll in the Liverpool shop. A branch was opened in New Glasgow, where another 12 handicapped persons are employed.

Messrs. Kelsey and Whalley hope to expand to New Brunswick soon and have made inquiries in other areas with a view to further development.

Before opening the shop, the partners had obtained a concession from the provincial Department of Education to repair school text books, which, up to that time, had been thrown out. The Department estimates that rebinding prolongs the life of each text book at least two years.

With normal use, a hard-cover book will last for three or four years, and the cost of rebinding is considerably less than the cost of replacement. Both Department officials and school inspectors are extremely pleased with the work being done by K and W Enterprises, as the firm is called.

Although repair and binding of school texts constitute the bulk of work done by the shop, its services are being used by an increasing number of private concerns.

"This is no welfare organization," says Mr. Whalley. "We treat our employees like anyone else and we expect the same kind of treatment. There are no concessions, and if an employee doesn't measure up, he is fired."

Each person is placed on a two-week probation period at the beginning of employment, and if, at the end of that time, both employee and employer are satisfied, the person stays. This two-week trial period is essential, because many of the new employees have never worked before, and a period of assessment and adjustment is necessary. Included on the payroll are a

number of paraplegics, arthritics, retarded persons, polio cases, amputees, arrested tuberculosis cases, and others. They range in age from 19 to 57 years.

The staff works a full eight-hour day. The starting wage is 75 cents an hour, with a raise of 10 cents an hour at the end of three months, and a bonus arrangement based on total shop production.

In a sense, the shops of K and W Enterprises are training centres, as it is the aim of the managers to train workers qualified to compete for employment as book binders in any firm of this type. It was one of the first workers trained at the Liverpool shop who was placed as foreman when the branch was opened in New Glasgow.

### A Successful Manitoba Placement

Rosaire Dufault, stricken with polio in his early teens and now confined to a wheelchair, is the first handicapped employee that Allied Farm Equipment, Ltd., has taken on its staff. Through efforts of a placement officer of the Society for Crippled Children and Adults of Manitoba, the accredited provincial government rehabilitation agency, Mr. Dufault secured a job with the firm as a Telex operator and stock record clerk in January 1963.

During his year of service, he has had two raises, and the management is so pleased with his work that four more handicapped persons have been added to the staff.

Other handicapped workers serving efficiently with the firm include a clerk-typist. A young man has been hired as inventory clerk by the associate firm of Alco Equipment, Ltd. The company as a whole is now considering the practicability of employing handicapped men and women.

Mr. Dufault had been placed in the workshop of the Society for Crippled Children and Adults of Manitoba and there received training in various phases of office routine and was given the opportunity to perfect his typing skill.

"He is very efficient," says the manager. "We had an unusually busy summer in 1963 and he worked early and late. He is cheerful and obliging and is well liked by his fellow workers."

Last spring, Mr. Dufault bought a car, specially fitted for him to operate, and is now able to drive himself to and from work.



# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i> .....(000)	February	6,690	- 0.1	+ 3.0
Employed.....(000)	February	6,223	- 0.1	+ 4.6
Agriculture.....(000)	February	570	- 0.5	+ 7.1
Non-agriculture.....(000)	February	5,653	- 0.1	+ 4.3
Paid workers.....(000)	February	5,130	- 0.2	+ 3.8
At work 35 hours or more.....(000)	February	5,279	+ 0.1	+ 3.4
At work less than 35 hours.....(000)	February	763	- 3.3	+11.7
Employed but not at work.....(000)	February	181	+ 7.7	+ 9.7
Unemployed.....(000)	February	467	+ 0.2	-14.3
Atlantic.....(000)	February	73	+ 1.4	-16.1
Quebec.....(000)	February	176	+ 1.7	-12.0
Ontario.....(000)	February	115	- 4.2	-14.8
Prairie.....(000)	February	56	+ 3.7	-21.1
Pacific.....(000)	February	47	0.0	- 9.6
Without work and seeking work.....(000)	February	438	+ 2.3	-14.5
On temporary layoff up to 30 days.....(000)	February	29	-23.7	-12.1
<i>Industrial employment (1949=100)</i> .....	December	125.4	- 2.5	+ 4.3
Manufacturing employment (1949=100).....	December	116.0	- 2.2	+ 4.6
<i>Immigration</i> .....	Yr. 1963	93,151	—	+24.9
Destined to the labour force.....	Yr. 1963	45,866	—	+24.8
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	February	46	+253.8	+24.3
No. of workers involved.....	February	7,957	+353.1	+13.6
Duration in man days.....	February	82,140	+278.0	+ 9.1
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	December	\$81.77	- 3.4	+ 4.2
Average hourly earnings (mfg.).....	December	\$ 2.01	+ 1.5	+ 3.6
Average hours worked per week (mfg.).....	December	38.1	- 8.2	+ 2.1
Average weekly wages (mfg.).....	December	\$76.77	- 6.3	+ 6.1
Consumer price index (1949=100).....	February	134.5	- 0.2	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100).....	December	137.1	- 6.2	+ 4.4
Total labour income.....\$000,000.	December	1,842	+ 2.2	+ 8.8
<i>Industrial Production</i>				
Total (average 1949=100).....	January	202.2	+ 1.0	+10.4
Manufacturing.....	January	174.1	- 0.2	+ 9.6
Durables.....	January	181.4	+ 1.6	+11.0
Non-durables.....	January	167.8	- 1.9	+ 8.3
<i>New Residential Construction (b)</i>				
Starts.....	February	6,015	-27.6	+56.0
Completions.....	February	8,029	+28.7	+24.9
Under construction.....	February	78,915	- 2.7	+41.4

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

# Employment and Unemployment, February

An estimated 6,223,000 persons were employed and 467,000 were unemployed in February, virtually the same as in January. During this period in previous years, employment has usually declined somewhat and unemployment has tended to rise.

Employment was up 272,000, or 4.6 per cent, from a year earlier, and unemployment was down 78,000. The labour force at 6,690,000 was 194,000, or 3.0 per cent, higher than in February 1963.

Unemployment in February represented 7.0 per cent of the labour force, compared with 8.4 per cent in February 1963 and 9.1 per cent in February 1962. In January the unemployment rate was 7.0 per cent.

Seasonally adjusted, the February unemployment rate was 4.7 per cent, down from 4.9 per cent in January and 5.7 in February 1963.

## Employment

Between mid-January and mid-February, employment was well maintained in construction, forestry, transportation and agriculture. All these industries usually experience declines during this period.

The construction industry in particular registered a smaller-than-seasonal decrease, aided in part by unusually mild weather in most parts of the country. Stimulated by the government incentive program for winter house building, activity in residential construction remained at a very high level.

Compared with a year earlier, non-farm employment was up 234,000. The largest increases occurred in service, manufacturing and trade. Agricultural employment was 38,000 higher than in February 1963; most of the increase was in the Prairie Provinces.

The number of women employed increased by 138,000, or 8.2 per cent, over the year; almost three quarters of the increase was among married women. The number of employed men was higher by 134,000, or 3.1 per cent, from the total a year earlier; married men accounted for nearly two-thirds of the increase.

Employment was considerably higher than a year ago in all regions, except in the Atlantic region, where it showed little change. Particularly large gains, amounting to 6.4 per cent and 6.1 per cent respectively, took place in Quebec and British Columbia.

## Unemployment

Unemployment was virtually unchanged between January and February; in most previous years it has increased during this period. The February estimate of 467,000 was 78,000 lower than a year earlier, almost all of the decrease being among men.

Of the 467,000 unemployed, some 328,000, or more than two-thirds of the total, had been unemployed for three months or less. An estimated 89,000 had been seeking work for four to six months, and 50,000 for seven months or more.

Unemployment rates were lower than a year ago in all regions.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	February 1964	February 1963	February 1964	February 1963	February 1964	February 1963	February 1964	February 1963
Metropolitan.....	6	8	6	4	.....	.....	.....	.....
Major Industrial.....	13	15	11	11	2	.....	.....	.....
Major Agricultural.....	5	7	9	7	.....	.....	.....	.....
Minor.....	28	39	26	16	3	2	.....	.....
Total.....	52	69	52	38	5	2	.....	.....



# CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster-Mission City Winnipeg	Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham-Granby Fort William-Port Arthur Joliette Lac St. Jean Moncton New Glasgow <b>ROUYN-VAL D'OR</b> ← Shawinigan Sherbrooke Sydney Trois Rivières	→ <b>NIAGARA PENINSULA</b> Brantford Kingston London Oshawa Peterborough Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria	Guelph Kitchener	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agricultural)	Charlottetown Prince Albert Riviere du Loup Thetford-Lac Megantic- Ville St. Georges Yorkton	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon		
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Chilliwack Dauphin Drummondville Edmundston Gaspé Grand Falls Kentville <b>LINDSAY</b> ← Montmagny Newcastle Okanagan Valley <b>PORTAGE LA</b> ← <b>PRAIRIE</b> ← Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton Central Vancouver Island Cranbrook Dawson Creek Drumheller Fredericton Goderich Kamloops Lachute-Ste. Therese Listowel Medicine Hat North Bay Owen Sound Pembroke → <b>PRINCE GEORGE-</b> <b>QUESNEL</b> ← Prince Rupert Sault Ste. Marie Simcoe Swift Current St. Hyacinthe St. Jean <b>ST. THOMAS</b> ← Trail-Nelson Walkerton Weyburn	Galt Stratford Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.

## Socio-Medical Problems of Working Women

*As more and more women combine work outside home with family life, their social and medical problems demand special study*

In most countries of the world, with the growth of industrialization, more and more women at various periods of their lives are being employed outside the home. Moreover, an increasing proportion of these women, especially those who are married, do a double job, combining the responsibilities of both family and work.

Although questions associated with the use of woman-power are primarily matters of labour policy, in the field of occupational medicine it is recognized that there are health and socio-medical problems involved in women's employment that require special study.

Many of these problems are associated with the strains and stresses arising from the combination of the two roles—home and work. Others relate to the nature of the job, the age of the worker and the conditions of employment. The purpose of studies in such problems is the practical one of recommending appropriate measures to prevent health hazards among women workers and to preserve their health.

So it was that Dr. Sven Forssman, a world-renowned Swedish expert in occupational medicine\*, was invited to present current thinking on the subject at the 14th International Congress on Occupational Health, held in Madrid in September 1963.

Miss Mildred Walker, Nursing Consultant on Occupational Health in the Department of National Health and Welfare, who attended the Congress, has made Dr. Forssman's paper available to the Women's Bureau.

**Physiological aspects**—One of Dr. Forssman's basic assumptions was that there is a definite difference between men and women in respect to maximum working capacity. The maximum physical capacity of adult women was on the average 25 to 30 per cent lower than that of men, he said. Up to the age of 12 or 13 years, the maximum oxygen consumption of boys and girls was on the average the same, but in adolescence a difference gradually developed.

There might be a similar difference between the sexes in the strength of various groups of muscles, partly related to the smaller muscular mass of women. Also, the speaker pointed out, the total amount

of haemoglobin for women was 30 per cent less than for men, and haemoglobin in relation to body weight was about 20 per cent less for women.

This difference in working capacity had influenced legislation in many countries where limitations had been placed on permissible loads for women to lift.\* In other countries, however, women performed heavy manual labour. Such variations underlined the fact that there was a wide range of distribution of physical capacity among individuals of both sexes. For example, one might find very strong women and very weak men. Also, from one age group to another, similar variations might occur among either men or women.

In respect to mental capacity, on the other hand, Dr. Forssman stressed that intelligence tests had revealed no differences between men and women. The range appeared to be about the same in both sexes.

Moreover the assumption that women were better qualified than men for certain occupations, such as nursing, or monotonous work at the assembly line in the factory, was without foundation. Factors of environment influenced people's attitudes toward the role expected of them at work and in society as a whole.

**Special medical problems**—For women, painful menstruation (dysmenorrhoea) might cause temporary reduction of working capacity and temporary absence from work, but its effect tended to be exaggerated. In a recent Swedish study, only six per cent of all the women examined suffered from dysmenorrhoea to the extent that their working capacity was affected. The incidence of painful menstruation was found to be higher among those who were from 14 to 29 years of age and was considerably reduced after a first pregnancy.

The working woman who is pregnant requires special medical attention. A pregnant woman, Dr. Forssman stated, should not be employed from four to six weeks before the birth of her child nor for at least the same period after delivery. Also, she should not engage in work that required continuous standing.

\* Dr. Forssman is President of the Permanent Commission and International Association on Occupational Health.

† Weights that may be lifted by women workers are limited by law in two Canadian provinces, British Columbia and Manitoba.



He further cited a report from the United States that recommended the pregnant employee should have a rest period of at least 15 minutes during the first and second halves of her work shift, a mid-shift break long enough to allow for some rest and an unhurried meal, and a work week not exceeding five days or 40 hours.

It is essential, too, that pregnant women not be exposed to toxic substances that might damage the liver or kidneys, or cause anaemia. Dr. Forssman also stressed the necessity of drastically restricting the exposure of pregnant women to ionizing radiation.

At the same time, however, apart from pregnancy, medical research did not support the assumption that women were more sensitive to toxic substances than men. Consequently the same preventive measures against occupational hazards of this type should be applicable to men and women alike.

Since the manifestations of the menopause were more emotional and functional than physical, the reduction of working capacity at this time in a woman's life might be almost wholly prevented by health counselling, with medical treatment when necessary.

Legislation in many countries forbade the employment of women on night shifts or underground in mines. There was no scientific evidence, however, that women should be less resistant than men to shift work. Moreover, provided the working environment conformed to hygienic standards of ventilation and lighting, employment underground should not involve unique health hazards for women.

In the case of night work, it was important to distinguish between medical and social reasons for restrictive legislation.

**Absenteeism**—That women had a higher absentee rate than men as a result of illness had been confirmed by many scientific enquiries. Notable among these was a recently published study of men and women doing similar work in a telephone company in the United States.

Among these employees, whose work records had been studied over a period of 20 years, both the average number of days of absence and the average number of absences per individual had been found to be higher for women than for men. This study had also shown that women were more susceptible to mental and nervous disorders, high blood pressure, varicose veins, arthritis and rheumatism. On the other hand, tuberculosis, asthma, heart conditions and peptic ulcers had occurred more frequently among the men.

Dr. Forssman stated that absence not certified by doctors and not caused by sickness usually formed a considerable part of the total absence from work among both men and women. Two recent Swedish studies had shown absence for social reasons to be considerable, especially among married women who had children or other obligations at home.

In a study carried out in Yugoslavia, the highest average number of absences had been found to be among "women with the highest family responsibility." In this connection, Dr. Forssman pointed out that the care of a child of six months takes about four hours work a day for a mother.

He believed that the double burden of family obligations and job outside caused stress and fatigue that may require medical attention and might account at least in part for the considerable incidence of nervous diseases among women.

Further, he observed that, although the absence of women resulting from illness might increase with age, absence for other reasons tended to decrease with age, as family responsibilities are lessened.

**Preventive aspects**—Protection against the health hazards of employment—the chief purpose of occupational medicine—placed high premium on preventive measures. Regular and pre-employment health examinations had been found useful in discovering the early stages of physical ailments and in identifying the effects of psychological stress. Occupational health services, therefore, were of special value both to women workers and their employers.

With respect to the adjustment of women to work, Dr. Forssman strongly advocated that they should not be employed in very heavy manual labour, and during pregnancy, women should avoid too much standing, have several short rest periods during the working day, and should not be exposed to such occupational hazards as have already been mentioned. Apart from these, however, the occupational health problems of women were not different from those of men.

Finally, Dr. Forssman emphasized the need for broader perspective on the physical and mental health of women workers and the strengthening of their position in employment. Further, he was of the opinion that the usefulness of women at work would be greatly increased through more adequate opportunities for education and vocational training.

Part-time work for married women had proved very useful, he said, and of special value in preventing stress and overloading.

## Early Returns on Results of Older Worker Employment and Training Incentive Program

*In view of experimental nature of program, initial response has been good, Minister says, announcing program's results to end of January: 1,000 applications received, 700 approved*

Initial response to the federal Government's Older Worker Employment and Training Incentive Program had been encouraging, in view of the experimental nature of the program and the new concepts involved, said Hon. Allan J. MacEachen, Minister of Labour, when announcing results to the end of January.

Under this program, which went into effect on November 1, 1963, the Department of Labour pays 50 per cent of monthly wages or \$75.00 a month, whichever is less, to employers for each eligible older worker hired by them for a new job between November 1, 1963 and March 31, 1964. Payments can be made for a total period up to 12 months.

Eligible older workers must be aged 45 or over and have been unemployed for at least six of the previous nine months. Local offices of the National Employment Service were empowered to receive applications and to approve the eligibility of both job vacancies and workers.

By the end of January 1964, approximately 1,000 applications had been received from employers. About 700 of these met the requirements and had been approved. About two-thirds of these jobs had been filled by January 31 and placements of eligible workers were continuing.

The Minister explained that it had become obvious that the number of applications received in the first three months of the program had been restricted by the original limitations governing the qualifications for employment of older workers. It had later been announced (L.G. Jan., p. 33) that the program had been extended to March 31, 1964, and the requirement that workers, to be eligible, must not be entitled to regular unemployment insurance benefits was eliminated. Furthermore, employers now were required only to give the older workers orientation training.

It was anticipated that the extension of time would give employers more time to consider fully their manpower requirements and make necessary adjustments in their employment practices in order to take advantage of the program. At the same time the changes would render more older workers eligible to benefit under the provisions of the program.

Mr. MacEachen pointed out in his announcement that there had not yet been time for the full effect of these changes to be felt. From the increasing number of enquiries being received by both the National Employment Service and the Department of Labour it was considered that the changes and extension of the hiring period had at least partially accomplished their objective of encouraging more employers to take advantage of the program.

It had been expected that the program would be slow in gaining momentum because of the new ideas involved and the fact that it was timed to encourage increased employment during the traditionally slack winter season.

Reports from local employment offices now indicated an increasing number of enquiries and applications were being received and further increases were expected during February and March.

In addition to the benefits accruing to those older workers who obtained employment under the program it was hoped that information emerging from its ultimate evaluation would be helpful in planning future action to assist older workers.

The Older Worker Employment and Training Incentive Program had been introduced as a new and experimental approach to a continuing problem, with the intention of modifying it as more was learned of its effects. It was designed to assist long-term unemployed older workers to return to employment and to gain the up-to-date knowledge and experience required in today's jobs in modern industry.

### Don't Judge a Man's Worth By His Date of Birth



Duration of Negotiations, 1963

During 1963, collective bargaining in Canada lead to the conclusion of more than 200 major agreements in industries outside the construction sector. These agreements were negotiated for approximately 300,000 workers in bargaining units of 500 or more employees.

About six out of every ten of the new agreements were signed within six months from the opening of negotiations, and three out of ten were reached in seven to twelve months. Negotiations for close to 10 per cent of the new contracts extended beyond one year.

More than 60 per cent of the major settlements were arrived at without third-party assistance. The majority of the remaining settlements were reached at the conciliation officer or conciliation board stage,

or through direct bargaining after completion of conciliation proceedings. Some 6 per cent of the major agreements were concluded after recourse to arbitration.

Work stoppages preceded only about 4 per cent of the major settlements negotiated during the year. Strikes over issues in dispute occurred at Goodyear Tire and Rubber and Standard Tube & T. I. in Ontario, and at David & Frere, Dominion Rubber, Quebec Iron and Titanium, Regent Knitting Mills and Shawinigan Chemicals in Quebec.

In two other contract disputes, strikes were called against firms belonging to the Montreal Hat and Cap Manufacturers' Association, and by longshoremen in the ports of Montreal, Quebec and Trois Rivières.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING 1963

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1963 exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	56	91,210	42	52,690	20	25,950	7	11,230	5	4,150	130	185,230
Conciliation officer.....	2	9,000	8	6,100	14	12,100	4	3,950	3	1,680	31	32,830
Conciliation board.....	1	500	4	4,020	6	9,000	3	7,400	2	1,100	16	22,020
Post-conciliation bargaining.....			7	9,350	4	2,930			4	18,600	15	30,880
Arbitration.....			2	2,230	2	3,130	4	3,600	4	6,750	12	15,710
Work stoppage.....	1	500	3	3,200	1	530	2	2,150	2	6,000	9	12,380
Total.....	60	101,210	66	77,590	47	53,640	20	28,330	20	38,280	213	299,050

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

# Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

## Part I—Agreements Expiring During March, April and May

(except those under negotiation in February)

Company and Location	Union
Aluminum Co. of Canada, Arvida, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Kingston, Ont. ....	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development Co., Grand Falls, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld. ....	Carpenters (AFL-CIO/CLC) (loggers)
Bakeries (various), Greater Vancouver, B.C. ....	Bakery Wkrs. (CLC)
Breweries (various), Winnipeg, Man. ....	Brewery Wkrs. (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Seafarers (AFL-CIO)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
CNR, system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
CPR, system-wide ....	Trainmen (AFL-CIO/CLC) (dining car staff)
Cdn. Westinghouse, Hamilton, Ont. ....	UE (Ind.)
Collingwood Shipyards, Collingwood, Ont. ....	CLC-chartered local
Dominion Stores, Hamilton & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper, East Angus, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
E. B. Eddy, Hull, Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Gaspesia woods contractors, Chandler, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S. ....	Marine Wkrs. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Lever Bros., Toronto, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
N. M. Paterson & Sons, Ont. & Que. ....	Seafarers (AFL-CIO)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont. ....	Butcher Workmen (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Rolland Paper, Mont Rolland & St. Jerome, Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que. ....	Bldg. Service Empl. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que. ....	Public Service Empl. Federation (CNTU)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Tamper Limited, Lachine, Que. ....	I.U.E. (AFL-CIO/CLC)

## Part II—Negotiations in Progress During February

### Bargaining

Company and Location	Union
Assn. Patronale des Inst. Religieuses, (5 hospitals), St. Hyacinthe & other centres, Que. ....	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
Assn. Patronale du Commerce (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Auto dealers, garages (various), Vancouver, B.C. ....	Machinists (AFL-CIO/CLC)



Company and Location	Union
Automatic Electric, Brockville, Ont. ....	IUE (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone .....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (6 plants), western Canada .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
Cdn. General Electric, Cobourg & Oakville, Ont. ....	IUE (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que. ....	IUE (AFL-CIO/CLC)
Cdn. International Paper (Gatineau Woods Div.), Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Cdn. International Paper (St. Maurice Woods Div.), Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
CNR, system-wide .....	Locomotive Engineers (Ind.)
Cdn. Vickers (Engineering Div.), Montreal, Que. ....	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Cdn. Vickers, Montreal, Que. ....	Metal Trades' Federation (CNTU)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Davie Shipbuilding, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que. ....	Empl. Assn. (Ind.)
Dominion Engineering, Lachine, Que. ....	Machinists (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Dupuis Freres, Montreal, Que. ....	Commerce & Office Empl. (CNTU)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
Fisheries Assn. & cold storage cos., B.C. ....	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C. ....	United Fishermen (Ind.) (tendermen)
Food stores (various), Vancouver, Victoria & New Westminster, B.C. ....	Retail Clerks (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que. ....	Clothing Workers' Federation (CNTU)
Hollinger Gold Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hospitals (10), Montreal & district, Que. ....	Service Empl. Federation (CNTU)
International Nickel, Thompson, Man. ....	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C. ....	Empl. Assn. (Ind.)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man. ....	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone .....	IBEW (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone .....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Marine Industries, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel., province-wide, N.S. ....	IBEW (AFL-CIO/CLC) (traffic empl.)
Miramichi River ports shippers, N.B. ....	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Northern Electric, London, Ont. ....	Empl. Assn., (Ind.)
Ontario Hydro, company-wide .....	Public Empl. (CLC)
Ottawa City, Ont. ....	Public Empl. (CLC)
Philips Electronics, Leaside, Ont. ....	IBEW (AFL-CIO/CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (outside empl.)
Quebec Hydro-Electric Commission, Montreal & other centres, Que. ....	Public Empl. (CLC) (outside empl.)
RCA Victor, Montreal, Que. ....	IUE (AFL-CIO/CLC)
Ready-mix concrete companies, Toronto, Ont. ....	Teamsters (Ind.)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Swift Cdn. (6 plants), Canada-wide .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto City, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
Toronto Metro., Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (outside empl.)
Vancouver General Hospital, Vancouver, B.C. ....	Public Empl. (CLC)
Winnipeg Metro., Man. ....	Public Empl. (CLC)

## Conciliation Officer

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.....	Teamsters (Ind.)
CBC, company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	UE (Ind.)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Textile, Montreal, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que. ....	Textile Federation (CNTU)
Montreal Cottons, Valleyfield, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Ottawa Transportation Commission, Ottawa, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
Smith & Stone, Georgetown, Ont. ....	Mine Wkrs. (Ind.)
St. Lawrence Seaway Authority .....	Railway, Transport & General Wkrs. (CLC)
Toronto Western Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver Police Commissioners Board, Vancouver, B.C. ....	B.C. Peace Officers (CLC)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)
Winnipeg Metro. (Transit Dept.), Man. ....	Street Railway Empl. (AFL-CIO/CLC)

## Conciliation Board

CNR, CPR & other railways .....	15 unions (non-operating empl.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont. ....	Steelworkers (AFL-CIO/CLC)
Moirs Limited & Moirs Sales, Halifax, N.S. ....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Page-Hersey Tubes, Welland, Ont. ....	UE (Ind.)

## Post-Conciliation Bargaining

(No cases during February)

## Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que. ....	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que. ....	Chemical Wkrs. (AFL-CIO/CLC)

## Work Stoppage

Shipbuilders (various), Vancouver & Victoria, B.C. ....	Various unions
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## Part III—Settlements Reached During February 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

**BOWATER'S NFLD. PULP & PAPER, CORNER BROOK, NFLD.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS:** 2-yr. agreement covering 1,200 empl.—wage increase of 3¢ an hr. for tradesmen, retroactive to June 1, 1963; 4-wks. vacation after 20 yrs. of service (previously after 23 yrs.); major changes in pension plan; agreement to expire May 31, 1965.

**CBC, COMPANY-WIDE—BROADCAST EMPL. (AFL-CIO/CLC):** 33-mo. agreement covering 2,000 empl.—wage increases of 4% retroactive to April 1, 1963, 3% eff. April 1, 1964, and 3% eff. April 1, 1965; agreement to expire Dec. 31, 1965.

**DOM. OILCLOTH & LINOLEUM, MONTREAL, QUE.—CNTU—CHARTERED LOCAL:** 2-yr. agreement covering 650 empl.—wage increases of 7¢ an hr. retroactive to Aug. 28, 1963, and 7¢ an hr. eff. Feb. 10, 1965; 3-wk. vacation after 14 yrs. of service in 1964, and after 12 yrs. of service in 1965 (previously after 15 yrs.); rate for labourer on Feb. 10, 1965 will be \$1.76 an hr.; agreement to expire Feb. 10, 1966.



**DOMIL LIMITED, SHERBROOKE, QUE.—TEXTILE FEDERATION (CNTU):** 2-yr. agreement covering 700 empl.—wage increases of 9¢ an hr. eff. Feb. 17, 1964, and 5¢ an hr. eff. Feb. 15, 1965; annual vacation pay increased from 5 to 6 per cent of earnings for empls. with 20 to 25 yrs. of service, and from 6 to 7 per cent for empls. with more than 25 yrs. of service; agreement to expire Feb. 16, 1966.

**DUPONT OF CAN., MAITLAND, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC):** 2-yr. agreement covering 740 empl.—settlement pay of \$60; wage increases of 6¢ to 8¢ an hr., depending on classification, eff. Feb. 24, 1964; 1¢ an hr. increase in differential for afternoon and evening shifts; premium for regularly scheduled Sunday work raised from 17¢ to 25¢ an hr.; rate for labourer \$1.95 an hr.; agreement to expire Feb. 23, 1966.

**HAMILTON GENERAL HOSPITALS, HAMILTON, ONT.—PUBLIC EMPL. (CLC):** 3-yr. agreement covering 1,350 empl.—wage increases of \$2.50 per wk. eff. Feb. 1, 1964, \$2 weekly eff. Feb. 1, 1965 and \$2 weekly eff. Feb. 1, 1966; other wage adjustments in addition to general increase for approx. 600 empl.; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); agreement to expire Jan. 31, 1967.

**HANDBAG MFRS. COUNCIL, MONTREAL, QUE.—LEATHER & PLASTIC WKRS. (AFL-CIO/CLC):** 3-yr. agreement covering 900 empl.—wage increases of 5¢ an hr. retroactive to Jan. 6, 1964, and 5¢ an hr. eff. Feb. 3, 1964; hours of work to be reduced from 40 per wk. to 38½ eff. Jan. 1, 1965, and to 37½ eff. Jan. 1, 1966, with same take-home pay; employer contribution to welfare to be raised from 2 to 3 per cent of payroll eff. July 1, 1964; agreement to expire Jan. 1, 1967.

**SOO-SECURITY MOTORWAYS, ONT., MAN., SASK. & ALTA.—TEAMSTERS (IND.):** 26-mo. agreement covering 500 empl.—for hourly paid empl., wage increases of 3¢ an hr. retroactive to Nov. 1, 1963, 3¢ an hr. eff. June 1, 1964, and 4¢ an hr. eff. May 1, 1965; for highway drivers, increases of 1/10¢ per mile retroactive to Nov. 1, 1963, and 1/10¢ per mile eff. May 1, 1965; improvements in welfare plans; rate for terminal empl. (Man.) on May 1, 1965, will be \$1.75 an hr.; rate for highway driver (Man.) on May 1, 1965, will be 6.35¢ per mile; agreement to expire Dec. 31, 1965.

**TORONTO BOARD OF EDUCATION, TORONTO, ONT.—PUBLIC EMPL. (CLC) (CARETAKERS):** 2-yr. agreement covering 520 empl.—wage increases of 10¢ an hr. eff. Jan. 1, 1964, and 10¢ an hr. eff. Jan. 1, 1965; 2¢ an hr. increase in shift premium; rate for male cleaner on Jan. 1, 1965, will be \$2.25 an hr.; agreement to expire Dec. 31, 1965.

**UNIVERSITY HOSPITAL, SASKATOON, SASK.—BUILDING SERVICE EMPL. (AFL-CIO/CLC):** 2-yr. agreement covering 630 empl.—2½ per cent increase on maximum of range of rates; increases in all classifications, minimum \$6 per mo.; special adjustments in some classifications; wages to be open for re-negotiation on Dec. 31, 1964; after the tenth year of service only, empl. to receive a special 1-wk. vacation bonus in addition to regular 3-wk. vacation; agreement to expire Dec. 31, 1965.

**WINNIPEG CITY, MAN.—FIRE FIGHTERS (AFL-CIO/CLC):** 1-yr. agreement covering 500 empl.—wage increases of 1 per cent retroactive to Jan. 1, 1964, and 1 per cent eff. April 1, 1964; existing "service pay" of \$9 per mo. after 15 yrs. of service raised to \$12 per mo.; 4-wk. vacation after 24 yrs. of service (previously after 29 yrs.); agreement to expire Dec. 31, 1964.

### CORRECTION

In the January issue (p. 37) a settlement was reported between Maritime Tel. & Tel. & Eastern Electric, N.S., and the IBEW (AFL-CIO/CLC) (plant empl.). This report was inaccurate in part and should read as follows:

**MARITIME TEL. & TEL., COMPANY-WIDE, N.S.—IBEW (AFL-CIO/CLC) (PLANT EMPL.):** 1-yr. agreement covering 550 empl.—wage increases of \$1 to \$3.25 a wk.; 2 wks. vacation after 1 yr. of service, 3 wks. after 14 yrs. of service, and 4 wks. after 24 yrs. of service; winter vacation bonus of 2 to 5 days if one or more wks. of a 2 or 3 wks. vacation taken between Nov. 1 and April 30 (previously 5 days added if entire 2 or 3 wks. vacation taken during winter period, with no provision for bonus if only part of vacation taken in winter); agreement to expire Dec. 19, 1964. (Note: Eastern Electric was absorbed by Maritime Tel. & Tel. on Oct. 1, 1963.)

## 2.7 Million U.S. Workers Receive Increases in 1963 Negotiations

More than 2.7 million workers in the United States received wage increases averaging 3.4 per cent as a result of collective agreements signed in 1963, the U.S. Department of Labor has reported. The median increase in 1963 was 3.1 per cent.

Another 2.9 million received deferred wage increases under agreements negotiated in 1962. The report was by the Department's Bureau of Labor Statistics on a survey of collective agreements covering units of 1,000 or more workers.

Most of the workers receiving deferred wage increases in 1963 were in the auto, farm equipment and trucking industries.

The average wage increase negotiated in 1963 was less than that in 1962 but higher than those in 1961 or 1960.

Approximately 1.4 million workers were covered by agreements that did not provide for bargaining on wages in 1963 or were employed where negotiations had not been concluded by the end of the year.

For most of the workers who received no pay boost, supplementary benefits were liberalized, the Bureau reported. Most of the 1963 settlements changed one or more fringe benefits.

## 158th Session of ILO Governing Body

*Decides to submit to 1964 Conference a proposed program for elimination of apartheid, along with two amendments to ILO constitution to expel countries that practise discrimination*

During its 158th Session, held in Geneva from February 13 to 17, the ILO Governing Body decided without opposition to submit to the International Labour Conference a proposed program for the elimination of *apartheid*.

The program invites South Africa to live up to its obligation under the ILO Constitution to respect human freedom and dignity. It recommends a number of detailed measures to ensure the application of the fundamental principles of the ILO under three broad areas: (1) equality of opportunity in respect of admission to employment and training, (2) freedom from forced labour, and (3) freedom of association and the right to organize.

The Governing Body decided also to put two draft amendments to the ILO Con-

stitution on the agenda of the 1964 International Labour Conference.

These various proposals had been contained in a report submitted to the Governing Body by the special 13-member committee it had set up last November to examine questions concerning South Africa (see below).

The first proposed amendment was approved without opposition; the second, by a vote of 32 to 14 with 2 abstentions.

In addition, the Governing Body adopted without opposition a recommendation to the effect that, if the credentials of any South African delegates were contested at the International Labour Conference, the issue should be decided during the opening days of the session.

### Proposed Program Against Apartheid

Proposals for an intensified ILO program for the elimination of South Africa's policy of *apartheid* were made on January 20 by a special 13-member committee of the ILO Governing Body. The Committee on Questions concerning South Africa was appointed last November at the Governing Body's 157th Session. The committee's proposals now go before the 158th Session and, if adopted there, before the International Labour Conference next June.

The spearhead of the proposed program is a Declaration summoning South Africa to live up to its obligation under the ILO Constitution to respect human freedom and dignity. In particular, the Declaration calls for the repeal of all statutory discrimination on grounds of race in employment and occupation. If the Declaration is adopted by the Conference, the whole weight of the ILO's supervisory machinery will be brought into play to see that South Africa complies with this injunction.

In its introductory paragraphs, the Declaration states that since South Africa continues to pursue a policy in clear violation of obligations explicitly and voluntarily assumed under the ILO Constitution, the question of *apartheid* has ceased to be solely the domestic concern of that country.

The committee's report also contains two proposed amendments to the ILO Con-

stitution. The first would empower the International Labour Conference to expel or suspend from membership any ILO member country having been expelled or suspended from membership of the United Nations. This was unanimously recommended by the committee subject to a reservation on the part of the Employers' members, who believed that the ground for exclusion or suspension should be clearly stated to be persistent and flagrant violation of the principles of the ILO Constitution and not merely expulsion or suspension by the United Nations.

The second proposed amendment would empower the International Labour Conference to suspend from participation in the Conference any member country having been found by the United Nations to be pursuing by its legislation a declared policy of racial discrimination. This was recommended by a majority of the Committee. One member, George L-P Weaver, United States Government member, dissented, and two members, K. J. Oksnes, Government member, Norway, and Chairman of the Committee, and Kalmen Kaplansky, Workers' member, Canada, reserved their position.

Mr. Weaver argued that since participation in the Conference was one of the fundamental rights of membership, suspen-



sion from participation would be tantamount to expulsion and should therefore be permitted only if the member country had been suspended or expelled from the United Nations under the relevant provisions of the United Nations Charter.

The committee was unanimous, however, in recommending that if the credentials of any South African delegates were contested at the International Labour Conference this year, the Conference should decide the issue during the opening days of the session.

## Technical Meeting, Food and Drink Industries

The Tripartite Technical Meeting for the Food Products and Drink Industries convened by the ILO in Geneva last December 9 to 20 adopted two series of conclusions, on the social consequences of technological developments, and on health, hygiene and safety. Delegates also adopted a resolution on world food problems and technical assistance to developing countries. A total of 137 delegates and advisers attended.

Tripartite delegations attended from 19 countries: Argentina, Brazil, Canada, France, Federal Republic of Germany, India, Israel, Italy, Japan, New Zealand, Nigeria, Poland, Sweden, Switzerland, United Arab Republic, United Kingdom, United States, Uruguay and the U.S.S.R.

The Canadian delegation comprised:

*Government delegates:* S. J. Walton, Labour-Management Co-operation Service, Department of Labour, and P. J. O'Brien, Economics and Research Branch, Department of Labour.

*Employer delegates:* Herbert Hill, Director of Industrial Relations, Canada Packers Limited, Toronto; and Lloyd Leeming, Vice-President and Secretary, John Labatt Limited, London.

*Worker delegates:* John Lenglet, Assistant Director, United Packinghouse, Food and Allied Workers, Toronto; and David Wade, Canadian Co-ordinator, Retail Clerks' International Association.

Mr. Leeming was elected vice-chairman of the meeting.

In the first series of conclusions, the meeting found that the pace and type of technological change—mechanization, automation, introduction of new operations, improved utilization of materials, new methods of work or new ways of organizing work—"vary widely between countries, regions, branches of industries, undertakings, and between divisions of the same undertaking, and thus the impact of change produces a variety of social consequences."

Introduction of technological change, delegates to the meeting said, should be done in a rational and orderly manner, and the resulting benefits should be "shared equitably among workers, undertakings and the community as a whole, and without

prejudicing the stability or the continuity of the undertaking."

The workers' share of these benefits should take such forms as shorter hours, higher wages, improved working conditions, improved welfare benefits, and greater safety at work; the community at large should benefit through lower prices and higher-quality products.

"The importance of creating a good climate of labour-management relations can hardly be overemphasized," these conclusions stated, "for it is essential in order to facilitate the required adaptations to technological change." The conclusions contained a number of proposals relating to the impact of technological change on employment, education and training, conditions of work, hours of work, and wages.

In its second set of conclusions—dealing with health, hygiene and safety—the meeting pointed out that, despite the progress made in all fields of human endeavour, including that of health and safety, workers may find themselves constantly threatened by new risks. It was therefore essential never to relax the efforts to improve the lot of the worker. Recent developments in the food and drink industry confirm this necessity, the meeting asserted.

The delegates also adopted a resolution on world food problems and technical assistance to developing countries in the food and drink industries. They called to the attention of the ILO Governing Body a number of suggestions on international aid to the developing countries, including technical co-operation in such matters as vocational training, management development, and services to small-scale industry.

The resolution suggested also that the United Nations and other organizations concerned should be given the fullest possible support "to protect the balance of payments of the developing countries by means which may include a regularization of prices of raw materials on which the food-processing industries depend, mainly by means of international commodity agreements, and to encourage consideration of the consequences of international commodity agreements when they are drawn up."

# Technical Conference on Employment Policy

The ILO Preparatory Technical Conference on Employment Policy, held in Geneva from September 30 to October 18, adopted a series of conclusions incorporating proposed measures to combat unemployment and underemployment.

The conclusions fall under four main headings: general objectives and principles of employment policy; general and selective measures of employment policy; employment problems associated with economic underdevelopment; and international action and action of employers and workers and their organizations.

The conclusions include, in particular, two international labour instruments in draft form—a draft Convention and a draft Recommendation—on the objectives and principles of employment policy. They will be submitted to the next session of the International Labour Conference in June.

Fifty-six ILO member countries, including Canada, were represented at the conference. There were 56 Government delegates, 43 Employers' delegates and 44 workers' delegates.

The Canadian delegation consisted of F.V.S. Goodman, Economics and Research Branch, Department of Labour, government delegate and head of delegation; Kenneth Hallsworth, Director of Industrial Relations, Ford Motor Company of Canada, Limited, employer delegate; and Joe Miyazawa, Director of Research and Education, International Woodworkers of America, Vancouver.

The draft Convention, adopted by a vote of 77 to 0 with 39 abstentions, provides that each ratifying country shall undertake to declare and pursue, as a major goal, a policy designed to promote full, productive and freely chosen employment, with a view to raising levels of living, overcoming unemployment and underemployment, meeting

manpower requirements and stimulating economic growth.

The draft Convention states further that the aim of this policy is to ensure that:

—there shall be work for all who are available for and seeking work, it being understood that such work shall be as productive as possible and shall contribute to the maximum extent possible to economic expansion;

—there shall be freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his acquired skills and actual endowments in a job for which he is well suited, and offers of employment shall be made irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

The draft Recommendation, adopted by a vote of 91 to 0 with 31 abstentions, restates the objectives contained in the draft Convention but, in the matter of general principles, goes into somewhat more detail.

It lays down that all member countries should have an active policy for the full and productive utilization, in freely chosen employment, of the capacities of their people.

The draft Recommendation says that, in the interest of effective employment policies, continuing studies should be made of the size of the labour force and its distribution, the volume of productive employment currently available and likely to be available in the future, the nature and extent of unemployment and underemployment and trends in this field. It invites all member countries to recognize the importance of developing to the full the capacity of human beings, notably through education, vocational guidance and training. It calls for continuing efforts to improve the assistance given by national employment services.

## Head of Canadian Delegation

A suggestion that an agreed understanding should be arrived at regarding the respective roles of ILO Conventions and Recommendations was made at the 47th International Labour Conference by John Mainwaring, Government Delegate and Head of the Canadian delegation. A summary of Mr. Mainwaring's address to the conference was inadvertently omitted from the *LABOUR GAZETTE*'s report.

Mr. Mainwaring said that experience on committees engaged in drawing up an international instrument showed that lack of any clear understanding of this point led

to much confusion among members of such committees. He thought that a future conference should try to agree on a statement that would clear up this confusion.

He also pointed out the need for committees engaged in drawing up instruments to make a sympathetic effort to take into account the differing requirements of the delegates from various countries.

"An instrument which is not based on thorough discussion leading to a real sense of participation by the delegates is not going to have enough of their support and loyalty when they return home; and after all it is



not the mere existence of an instrument that is important; it is the interest it commands in countries, and the action taken to implement it," Mr. Mainwaring said.

The head of the Canadian delegation devoted most of his address to discussing ways in which the ILO might be made to function more efficiently. His general suggestion was that individual problems should be grouped into "broad subject areas," which would make it easier to decide which groups should be given priority. This, he said, might facilitate agreement on the "general aims and objectives of a number of programs," and, within each program, enable the necessary methods of achieving practical results to be worked out.

These methods, he said, might include discussions at different levels by committees of experts, regional groups or other bodies; the adoption of new instruments when appropriate and the review of existing instruments; technical assistance; research; and the development of better methods for determining the value of what was being done. This would, in turn, help to show

what activities could be reduced or eliminated, so that efforts could be concentrated on what was of most importance.

Mr. Mainwaring touched on the Director-General's suggestion regarding the need for an assessment of the value of programs of technical assistance. Here, he said, was scope for the ILO to do fundamental research that would include not only ILO programs of that kind, but also those being carried out under other auspices.

Touching on another question, the speaker said in closing, "One of the striking aspects of the modern world is the way in which governments, workers and employers in particular countries are learning to consult together on economic and social problems, to set forth joint aims for their countries, and programs for the fulfilment of those aims. This spirit . . . is [one] we must foster internationally as well. The ILO can help to point the way, but only if all of us are prepared to work for peaceful and positive aims, and not for disruptive purposes."

## NAM Decides Not to Resume ILO Participation

The United States National Association of Manufacturers will not resume participation in the International Labour Organization, the Association's Board decided last month. The NAM broke with the ILO in 1961, contending that it was dominated by left-wing representatives.

It was reported last year, on the strength of favourable recommendations by two of its committees, industrial relations and international affairs, that the NAM would probably resume its association with the ILO this year.

Since the NAM's withdrawal, the employer representatives in the American delegation to ILO conferences have been chosen by the United States Chamber of

Commerce. Both the Chamber and the AFL-CIO have taken the position that the ILO was an important world forum that should not be abandoned to the Communists.

The opinion of the NAM's Board, however, was reported to be that the ILO conferences were "just a forum for the Communist bloc" in which it was futile to take part.

## ILO Membership Reaches 110

The number of ILO member states has risen to 110 with the admission of Uganda, Trinidad and Tobago, Kenya, and Laos. Kenya and Laos joined early this year, the other two became members last year.

# TEAMWORK in INDUSTRY

Employees of the Dominion Road Machinery Company, Goderich, Ont., are regularly contributing ideas and suggestions to the firm's current expansion. DRMCO is in the midst of the largest construction program the company has every undertaken.

The new grader assembly building now going up will provide 16,000 square feet of additional space and the most modern and efficient facilities available for assembly of the firm's "Champion" line of heavy duty road graders and snow plows. It will be completed early in 1964.

In a series of labour-management luncheon parleys held early last year, president and general manager John Sully briefed employees on the company's proposed program and invited them to offer advice and suggestions during both planning and construction phases. According to personnel manager L. B. "Bucky" Graham, "response was terrific!"

"Partners in Progress" was the theme adopted for the close labour-management consultation and collaboration that has characterized the program since its inception.

Over-all planning for the new assembly area is in the hands of DRMCO's plant superintendent Jack Grace. He admits to plenty of co-operation from "the boys on the floor" regarding layout of equipment. "We've talked ourselves into some important changes," he said.

Working conditions for a number of employees will be pleasanter when the company opens its new building. Incorporated in its design is a feature that will eliminate the need for employees to work outdoors in inclement weather. There are three large doors in each end of the building. Through the centre door will go the finished "Champion" graders. The doors to left and right will admit trucks delivering shipments of raw materials and parts, which will be unloaded indoors at the appropriate location on the assembly line.

Employment at DRMCO has been expanded and job security greatly increased through the adoption of policies related to the "Buy Canadian" theme. Many parts

previously imported for use in the manufacture of the "Champion" road graders are now either being manufactured by DRMCO or purchased from other Canadian companies. Last year, in less than 12 months, the firm increased the value of Canadian-made parts by close to \$250,000.

According to president and general manager John Sully, the company's move is creating more jobs and strengthening DRMCO's position in the export field. "Our policy is not benevolence, but very realistic business practice," Mr. Sully said recently. "Delivery is faster and we get an assured source of supply, closer communication between buyer and seller, and in many cases, a better price."

Bargaining unit for DRMCO employees is Local 1863, International Association of Machinists (AFL-CIO/CLC).

\* \* \*

A variety night involving 50 "stars" was staged recently by employees of Cooke Hospital, Trois Rivières, Que., to celebrate the seventh anniversary of the institution's Staff Co-operation Committee. The three-hour program included plays, sketches, short story readings and singing, and was attended by the entire staff of some 150.

The committee took advantage of the occasion to honour its six former presidents and Ephrem Dubé, who is retiring after 13 years as a hospital carpenter. Mr. Dubé was presented with a cheque by the hospital's director general, Gerald Marcoux, and a gift from the SCC. The six ex-presidents were: D. Boisvert, H. Côté, C. Hamelin, R. Milot, M. Hamelin and P. Juneau. Roger Milot is the committee's current president.

Personnel director Claude Lacerte stated that through the committee "the staff reveals the spirit of true co-operation and cordiality which prevails in Cooke Hospital." Bargaining unit for employees is the Confederation of National Trade Unions, Hospitalization Service Workers.

\* \* \*

The \$2,000 maximum award presented under an employee suggestion plan at the Aluminum Company of Canada, Ltd., Kitimat, B.C., has been won by assistant furnace man George Barnes. He earned his award for suggesting a modification of the pouring method used in the firm's casting division.

Mr. Barnes has submitted six ideas in the past five years, and five of them have been but to use. His last award was for \$285.

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during January. The Board issued seven certificates designating bargaining agents, ordered three representation votes, and rejected two applications for certification. During the month the Board received five applications for certification, one application for revocation of certification, one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. Association of Canadian Television and Radio Artists, on behalf of a unit of staff announcers and staff performers employed by Baton Broadcasting Limited at CFTO-TV, Agincourt, Ont. (L.G., Jan., p. 39).

2. Office Employees' International Union, Local 15, on behalf of a unit of clerical and other office employees of Canadian Freightways Limited, Calgary, Alta., employed at its North Burnaby, B.C. terminal. (L.G., Feb., p. 128).

3. Brotherhood of Railroad Trainmen, on behalf of a unit of road conductors employed in freight and passenger train service by the Northern Alberta Railways Company, Edmonton, Alta. (L.G., Feb., p. 129).

4. Brotherhood of Railroad Trainmen, on behalf of a unit of sleeping- and parlour-car conductors employed by the Canadian Pacific Railway Company, Montreal, Que. (L.G., Feb., p. 129).

5. Brotherhood of Railroad Trainmen, on behalf of a unit of road conductors employed by the Ontario Northland Railway, North Bay, Ont. (L.G., Feb., p. 129).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Colonial Broadcasting System Limited at Radio Station VPCM, St. John's, Nfld. (L.G., Feb., p. 129).

7. Canadian Air Line Dispatchers' Association, on behalf of a unit of flight dispatchers employed by Cubana Airlines Limited, Montreal, Que. (L.G., Feb., p. 129).

### Representation Votes Ordered

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Transport D'Anjou Inc., Rivière-du-Loup, Que., respondent (L.G., Jan., p. 39) (Returning Officer: R. L. Fournier).

2. National Syndicate of Air Transport Employees of Quebec (CNTU), applicant, Quebecair Inc. (traffic, maintenance and operations departments), Rimouski, Que., respondent, and International Association of Machinists, intervener. The Board directed that both the names of the applicant and the intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: R. L. Fournier).

3. National Syndicate of Air Transport Employees of Quebec (CNTU), applicant, Quebecair Inc. (stewardesses and flight agents), Rimouski, Que., respondent, and International Association of Machinists, intervener. The Board ordered that both the names of the applicant and the intervener appear on the ballot (L.G., Feb., p. 129) (Returning Officer: R. L. Fournier).

### Applications for Certification Rejected

1. Brotherhood of Locomotive Engineers, applicant, The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., Feb., p. 127). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Martel Express Ltd., Farnham, Que., respondent (L.G., Jan., p. 39). The application was rejected for the reason that the applicant did not have a majority of the employees in the proposed bargaining unit as members in good standing on the date of the application, five of the employees claimed as members by the

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

applicant not having paid union dues or admission fee on their own behalf.

#### **Applications for Certification Received**

1. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees engaged by Tourist Services Ltd., Whitehorse, Y.T. (Investigating Officer: G. H. Purvis).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Ottor Freightways Limited, Ottawa, Ont. (see "Applications for Certification Withdrawn," below) (Investigating Officer: G. A. Lane).

3. International Association of Machinists, on behalf of a unit of fueling and maintenance personnel employed by Con-

solidated Aviation Fueling of Toronto Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

4. Maritime Airline Pilots Association, on behalf of a unit of pilots and co-pilots employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: H. R. Pettigrove).

5. Maritime Airline Pilots Association, on behalf of a unit of operations personnel employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: H. R. Pettigrove).

#### **Application for Revocation Received**

Marc Charron, *et al.*, applicants, la Compagnie Nationale Air France (reservations section), Montreal, Que., respondent and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698, respondent. The application was for the revocation of the certification issued by the

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### **Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



Board on January 30, 1963, to Local 698, in respect of a unit of reservation agents employed by the company at Place Ville Marie, Montreal, Que. (L.G., March 1963, p. 225).

#### **Request for Review Received**

Request for review of the certificate issued by the Board on September 27, 1961, affecting Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., applicant, and Hector Broadcasting Co. Ltd. (Radio

Station CKEC), New Glasgow, N.S., respondent.

#### **Applications for Certification Withdrawn**

1. United Steelworkers of America, Local 5115, applicant, and Kitimat Wharves Limited, B.C., respondent (L.G., Feb., p. 127).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Ottor Freightways Limited, Ottawa, Ont., respondent (see "Applications for Certification Received," above).

## **Conciliation and Other Proceedings before the Minister of Labour**

#### **Conciliation Officers Appointed**

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Radio Station CJCH Limited, Halifax, N.S., and Local 1318 of the International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane).

2. Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen, Lodge No. 611 (Conciliation Officer: T. B. McRae).

3. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. E. Poirier).

4. Northern Telephone Company Limited, New Liskeard, Ont., and District 10, of the Communications Workers of America (Conciliation Officer: T. B. McRae).

5. Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (Conciliation Officer: H. R. Pettigrove).

6. Hector Broadcasting Co. Ltd. (Radio Station CKEC), New Glasgow, N.S., and Cape Breton Projectionists Union, Local 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

7. B.C. Air Lines Limited (Maintenance Department), Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

8. National Harbours Board (Port Colborne Grain Elevator) and Local 1015 of

the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae).

9. Radio Futura Ltd. (Radio Station CKVL, Verdun, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

#### **Settlements by Conciliation Officers**

1. Denison Mines Limited, Elliot Lake, Ont., and Local 5980, Officer and Technical Unit, United Steelworkers of America (Conciliation Officer: T. B. McRae) (L.G., Dec. 1963, p. 1115).

2. Shipping Federation of Canada, Inc., and Local 1764, International Longshoremen's Association (checkers), Saint John, N.B. (Conciliation Officer: H. R. Pettigrove) (L.G., Oct. 1963, p. 899).

3. Radio Station CJCH Limited, Halifax, N.S., and Local 1318 of the International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane) (see above).

4. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (Conciliation Officer: C. E. Poirier) (L.G., Nov. 1963, p. 1016).

#### **Conciliation Board Appointed**

Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Feb. p. 131).

#### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established in December 1963 to deal with a dispute between Radio Station CHRC Limitée, Quebec, and National Association of Broadcast Employees

and Technicians (L.G., Feb. p. 131), was fully constituted in January with the appointment of Raymond Barakett of Montreal as Chairman. Mr. Barakett was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Raymond A. Crepault of Montreal and Gaston Blais of LaSalle, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in December 1963 to deal with a dispute between Central Truck Lines, Ltd., Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and

Helpers of America (L.G., Feb. p. 131), was fully constituted in January with the appointment of His Honour Judge R. W. Reville of Brantford as Chairman. Judge Reville was appointed by the Minister on the joint recommendation of the other two members of the Board, Guy Guerin of Montreal and Paul Siren of Toronto, who were previously appointed on the nomination of the company and union, respectively.

#### Conciliation Board Report Received

Robin Hood Flour Mills Limited, Humberstone, Ont., and United Packinghouse, Food and Allied Workers (plant employees) (L.G., Feb. p. 131). The text of the report is reproduced below.

## Report of Board in Dispute between

*Robin Hood Flour Mills Limited  
and*

*United Packinghouse, Food and Allied Workers*

The Board of Conciliation consisting of Norman L. Mathews, Q.C., Company nominee; F. Stewart Cooke, Union nominee, and W. H. Dickie, Chairman, met with the parties at Toronto on Thursday, January 16, 1964.

Appearing for the Company were:

W. G. Evans, Labour Relations Manager, Robin Hood Flour Mills Limited

W. H. Lewis, Plant Manager—Humberstone

S. E. Ceply, Assistant Plant Manager

S. T. Hadley, Plant Chemist.

Appearing for the Union were:

J. Gillespie, President

P. Soucie, Mill Committee

D. Fournier, Mill Committee

N. Marion, Mill Committee

E. Harrison, Mill Committee

C. Warner, Mill Committee

Henry Bartenbach, Representative.

Matters in dispute and referred to the Board:

1. P.S.I.
2. Ontario Hospital
3. Sickness and Indemnity
4. One Statutory Holiday

5. Shift Premium

6. Improved Vacations

7. Job Rate Adjustments

8. Wages

9. Inclusion of Laboratory Employees.

The Board heard the submissions of the parties and reviewed collectively and separately all of the issues in dispute between them.

The parties are negotiating a renewal of their collective agreement that expired September 1, 1963. There are approximately 170 employees in this bargaining unit engaged at the Company's plant in Humberstone, Ont.

One of the obstacles impeding the progress of the parties was the Union's desire to include the employees of the laboratory who have been certified under a separate certification.

We do not wish to go into detail on each of the items in dispute, but rather state in a general way that the Union wished to improve the monetary items substantially, and in particular, the fringe benefits.

The Company, on the other hand, maintained and supported by its brief that it was the leader in its industry in payment of

(Continued on pag 222)

During January, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between Robin Hood Flour Mills Limited, Humberstone, Ont., and District No. 8, United Packinghouse, Food and Allied Workers (plant employees).

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, Norman L. Mathews, Q.C., of Toronto, and F. Stewart Cooke of Hamilton, nominees of the company and union, respectively. The report is reproduced here.



# Legal Decisions Affecting Labour

*Manitoba court refuses mandamus to compel arbitration board to hear a dispute on merits. Court in Saskatchewan enjoins picketing on unleased portions of shopping centre. Alberta court rules on position of employers' association in respect of conciliation award and strike vote. Ontario High Court rules on the power of the Jurisdictional Disputes Commission*

In Manitoba, the Court of Queen's Bench, in a dispute under a collective agreement between an employer and a union in respect of discharge of an employee, ruled that once the arbitration board decided that the dispute was not a grievance within the meaning of the collective agreement, the Court had no jurisdiction to compel the arbitration board, by *mandamus* order, to hear the dispute on merits when there was no suggestion that the board was guilty of misconduct or bad faith.

In Saskatchewan, the Court of Queen's Bench enjoined picketing of the unleased portions of a shopping centre and held that picketing of such areas amounted to trespass of private property and might properly be restrained by injunction.

In Alberta, the Supreme Court ruled that when an employers' association bargains collectively on behalf of its members, the association does not form one unit for the purpose of accepting or rejecting a conciliation award or strike vote, but individual employers and their employees form separate units. Strikes in those units that either accepted the conciliation award or voted against a strike were illegal.

In Ontario, the High Court ruled that the Jurisdictional Disputes Commission has the power to issue an interim order assigning work on a specific project to union members who were employees of the company, although none of the employees belonging to the complaining union was actually working on the specific project in question.

## Manitoba Court of Queen's Bench . . .

**. . . refuses union application for *mandamus* to compel board to hear dispute on merits**

On July 9, 1963, Chief Justice Tritschler of the Manitoba Court of Queen's Bench dismissed an application for *mandamus* to compel an arbitration board, after making what seemed to be an incorrect decision, to hear the merits of a dispute between a union

and an employer in respect of a discharged employee. There was no suggestion of misconduct or bad faith, and it was clear that the board studied the matter properly and gave its considered decision.

A collective agreement between the union and the employer provided in part:

If any question arises as to whether a particular dispute is or is not a grievance, within the meaning of these provisions, the question may be taken up through the grievance procedure and determined, if necessary, by arbitration.

A dispute arose over the discharge of an employee and the question arose whether the dispute was a grievance subject to determination by arbitration. This question was then put to the arbitration board. The Chief Justice noted that the merits of the dispute would have been dealt with by the board if the dispute was held to have been arbitrable.

The employer wrote a letter to the Canada Labour Relations Board stating that the company would co-operate fully in the arbitration board's settling the question of whether or not the alleged grievance was a subject for arbitration, and agreeing that the arbitration board would settle the alleged grievance if the question were decided against the employer.

The arbitration board met and considered the question, and the chairman and employer's appointee held that the discharge of the employee was not a "grievance" within the meaning of the collective agreement provisions and that the dispute was, therefore, not arbitrable. The union appointee reached the opposite conclusion.

It was argued for the union in the case at bar that the majority decision of the arbitration board was erroneous in law; that error was evident on the face of the reasons; and that in essence the majority, by misconstruing the provisions of the collective agreement, had refused to exercise its jurisdiction and duty to hear and determine the dispute on its merits.

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Before the decision was made, the arbitration board heard argument on the question of whether the dispute was arbitrable. Chief Justice Tritschler commented that the employer's argument before the board had not been presented before him and that, if it had been, he might have been persuaded by it as the board was. He stated, however, that on the basis of material presented and submissions put to him, with due respect to the majority of the arbitration board, he was inclined to accept the minority opinion.

The union referred to and urged Chief Justice Tritschler to follow the decision made by him in *Creamette Co. of Canada Ltd. v. Retail Store Employees Local Union No. 830* (L.G. 1956, p. 727), and to remit the matter to the arbitration board to hear and determine the dispute on its merits. The Chief Justice ruled that the *Creamette* decision could be distinguished on the facts.

He stated that he felt that the arbitration board, in the case at bar, had entered upon an enquiry and, after consideration, had arrived at a decision. He quoted from his judgment in the *Creamette* case as follows:

This Court must be at pains to avoid by a pretext to review a decision by way of appeal or to act as though error always goes to jurisdiction, instead of rarely. The Board has the right to be wrong on questions of law or fact, save at least that it must not by error decline or exceed its jurisdiction.

He noted that if the Manitoba Labour Board, in that case, had inquired into the question submitted to it, the decision would not have been open to review.

The Chief Justice noted that it was immaterial that he did not agree with the majority decision of the arbitration board in the case at bar. Moreover, he stated that he had no appellate function to exercise. The arbitration board determined the question which arose and was presented to it by the parties for a decision. There was no suggestion that the board was guilty of misconduct or of not acting in good faith.

He held that if the majority of the arbitration board were wrong, and they had the right to be, the union must accept the result as final, as the employer would have been required to do if the arbitration board had come to the opposite conclusion. He, therefore, dismissed the application for *mandamus*. *Regina v. Norton et al., Ex Parte International Brotherhood of Teamsters* (1963), 40 D.L.R. (2d), Part 10, p. 1060.

### **Saskatchewan Court of Queen's Bench**

**... rules picketing on unleased portions of shopping centre may be restrained by owner**

On September 16, 1963, Chief Justice Bence of the Saskatchewan Court of Queen's Bench, granting an interlocutory

injunction, held that picketing on the unleased portion of a shopping centre, during a labour dispute between a union and an employer that leased one of the shopping centre units, amounted to trespass and was within the exception of the immunity from action under Section 22 of the Saskatchewan Trade Union Act; that, according to Saskatchewan law, property is either public or private; and that there is no category of quasi-public property on which trade unionists may assert a right of access for the purpose of picketing.

The owner of the Grosvenor Park Shopping Centre had Loblaw Groceries Co. Ltd. as one of the tenants on his premises. The evidence showed that members of the Retail Clerks' International Association (AFL-CIO/CLC), Local 244, were picketing the Loblaw store by carrying placards on the parking area and sidewalk adjacent to the store.

An action was brought by the owner for an injunction restraining the picketers from trespassing on the unleased portion of the shopping centre. It was alleged for the owner that the picketers, by accosting persons lawfully using the shopping centre with verbal and written notice, advising them not to shop at Loblaws, and by carrying placards, were interfering with the intended use of the shopping centre.

It was argued for the union that the acts complained of were done in furtherance of a trade dispute within the meaning of Section 22 of the Saskatchewan Trade Union Act and were not actionable. Section 22 reads as follows:

S.22. Any act done by two or more members of a trade union, if done in contemplation or furtherance of a trade dispute, shall not be actionable unless the act would be actionable if done without any agreement or combination.

Chief Justice Bence stated that the action was one for trespass and that the union picketing on private property would, in his opinion, fall within the exception provided for in Section 22 of the Trade Union Act. The acts would be actionable if done without any agreement or combination.

The Chief Justice dealt with the union argument that the parking area and sidewalks of the shopping centre were quasi-public in nature and ones that had lost their identity as private property.

Counsel for the union referred to a case heard in the Michigan Circuit Court, which was upheld on appeal by a divided court in the Michigan Supreme Court. In that case, *Amalgamated Clothing Workers of America v. Wonderland Shopping Center Inc.*, (1962), 45 Lab. Cas. 62768, the trial judge, Chief Justice Bohn, held that shopping centre property loses its identity as



private property, even though it remains privately owned, and becomes *quasi*-public property in nature.

Chief Justice Bohn also held that the character of a shopping centre lends itself to a public function, as people drive through from one side to another, and the public has free access to come in and shop, or merely walk around. He stated that the owners took great pains to promote the shopping centre as a community centre. For these reasons, he ruled that the owners could no longer claim the rights of owners of property of purely private character.

Chief Justice Bence held that, regardless of the views of the courts in the United States, in Saskatchewan there was no such thing as *quasi*-public property. He stated that property was either public or private, and that in the case at bar it was "indisputably private." The Chief Justice ruled that the owner had the right to refuse access by persons to any property it owned and over which it retained control, and that would cover all of the unleased portion of the shopping centre. He therefore granted the injunction. *Grosvenor Park Shopping Centre Ltd. v. Cave et al.*, (1963), 40 D.L.R. (2d), Part 10, p. 1006.

## Alberta Supreme Court . . .

### . . . rules members of employers' association are separate units for conciliation award

On September 16, 1963, Mr. Justice Farthing of the Alberta Supreme Court ruled that an association of employers may bargain collectively on behalf of its members. However, as the Alberta Labour Act defines "employer" in terms that do not include an employers' association for the purpose of accepting or rejecting a conciliation award and for the purpose of strike vote, the decision rests with each individual employer and his employees.

Consequently, when a majority of all employees in the member shops of an association of employers vote in favour of a strike and the employees cease to work, it does not mean that there is one legal strike. Rather, there are as many strikes as there are shops whose employees are on strike, and in so far as employees of any shop accepted a conciliation award or voted against a strike, it is illegal for them subsequently to go on strike.

In January 1963, the Association of Calgary Electrical Contractors, representing a number of electrical contractors in Calgary, received a notice from Electrical Union 254, International Brotherhood of Electrical Workers, to negotiate a new contract. There were apparently 24 shops concerned. When collective bargaining failed,

a conciliator tried to bring about agreement in accordance with the provisions of the statute, but without success, whereupon a conciliation board was appointed. The board made an award decided by two of its members, the third member issuing a minority report.

The majority report was apparently accepted by the employers involved. As to the employees, in a supervised vote on July 31, 1963, seven shops out of twenty-four accepted the award.

The strike vote was held on August 14 only among the 17 shops that rejected the majority award; nine of them voted to strike and eight voted against striking. Eventually, all 24 shops went on strike.

The court action was brought by the Association of Electrical Contractors as such and by 15 electrical contractors individually against the Electrical Union 254, claiming damages for an illegal strike. As an immediate remedy, however, the plaintiffs asked, *inter alia*, for an interim injunction declaring that the employees of the 15 individual contractors were illegally on strike, and for an order requiring those on illegal strike to return to their employment.

The plaintiffs contended that the strikes in each of the nine shops which voted to strike were legal, but in the remaining 15 shops the strikes were illegal.

The union contended that there were, in effect, only two parties to the dispute, the association representing all the employers as, in effect, a single unit, on the one hand, and the union, representing all the employees, on the other, and that there was therefore only one strike.

The plaintiffs took the position that the association was simply a bargaining and negotiating agent for all of its members concerned in the matter, but that each shop and its employees were independent of the others when either an award or a strike was to be decided by vote. Therefore, they maintained that there were 24 strikes, not merely one, of which nine were legal and the other 15 illegal.

The crux of the whole matter was whether there was one strike or twenty-four.

In deciding the matter, Mr. Justice Farthing referred to the following definitions contained in Section 2 of the Alberta Labour Act:

2.(g) "employee" means a person engaged in an industry who is in receipt of or entitled to wages for labour or services performed wherever the labour or services are performed;

2.(h) "employer" means a person, corporation, partnership, firm, manager, representative, contractor or subcontractor having control and direction of or being responsible, directly or indirectly, for the employment of and the payment of wages to an employee.

In the opinion of Mr. Justice Farthing, the definition of "employer" is most precise in limiting its interpretation to the ordinary, primary meaning and does not include the association of employers. Consequently, considering the sections of the Act dealing with strikes, each employer in the 24 shops involved in the dispute bore individually the responsibilities placed upon him by the Act, and similarly enjoyed its benefits and advantages. Likewise, the rights and duties of employees were claimed from and owed to their own employer—not to the totality of employers who happened to be engaged in the same commercial activity.

Mr. Justice Farthing held that the strike of the employees in the seven shops who accepted the majority award and did not participate in the strike vote was in clear violation of the plain words of Section 94 of the Act, which provides, *inter alia*, that no employee shall go on strike until a vote has taken place under the supervision of the Board and a majority of the employees entitled to vote have voted in favour of the strike.

Mr. Justice Farthing was convinced that the plaintiff association of electrical contractors was the negotiating agent for the employers, just as the defendant union was for the employees but that, when it comes to accepting or rejecting a conciliation award, the decision rests with each individual employer and with his or its employees as respective units.

Similarly, when it comes to a strike vote, the employees of each individual employer comprise one voting unit, and a majority of them decide whether that particular shop shall or shall not be subject to a strike.

The association is not an employer of electrical tradesmen as such. Likewise, the union is not employed by any electrical contractor nor is it, as such, engaged in the work of electrical tradesmen.

In addition to the illegal strike in the seven shops that did not participate in the strike vote, the strike in eight shops that voted against the strike was held to be illegal. On the whole, Mr. Justice Farthing accepted the plaintiff's contention that the strike in the shops of the 15 contractors was clearly illegal and, in his ruling, made an interlocutory declaration that the employees of the 15 individual plaintiff contractors were illegally on strike. The Court, however, denied the request for an order directing employees on illegal strike to return to work.

In Mr. Justice Farthing's opinion, those taking part in an unlawful strike expose themselves to certain possible penalties under common law or statute, but he was not convinced that he could order them to

go back to work and to enforce it. *Association of Calgary Electrical Contractors et al., v. Electrical Union 254, International Brotherhood of Electrical Workers et al., (1963), 40 D.L.R. (2d), Part 9, p. 907.*

## Ontario High Court . . .

### . . . upholds power of Disputes Commission to award work to union not on project

On August 23, 1963, Mr. Justice Grant of the Ontario High Court, in *certiorari* proceedings, ruled that the Ontario Jurisdictional Disputes Commission acted within its jurisdiction when it assigned some work on a specific project to employees belonging to a complaining union, although none of them worked on that project.

In May 1963, the Wood, Wire and Metal Lathers' International Union, Local 97, filed a complaint with the Jurisdictional Disputes Commission pursuant to Section 66(1) of the Ontario Labour Relations Act\* alleging that the Dominion Sound Equipments Limited was assigning work to employees who were members of the United Brotherhood of Carpenters and Joiners of America and not to employees belonging to the Lathers' Union. The work in question was the complete suspension of a grid ceiling on a project known as the State Rock Investment Building, Toronto.

On June 22, 1963, the Jurisdictional Disputes Commission issued an interim order which assigned the installation of the hangers and main-tees to members of the Lathers' Union and the installation of the cross-tees, wall moulding and pads to members of the Carpenters, which division apparently was satisfactory to both unions.

On July 4, 1963, the Commission issued a further interim order, which in fact quashed the assignment made by it in the first order. The reason for the second order was that, after the issuance of the

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\*Section 66(1) of the Labour Relations Act reads:

S.66(1) Upon complaint to the Board that a trade union or council of trade unions, or an officer, official, or agent of a trade union or council of trade unions, was or is requiring an employer or an employers' organization to assign particular work to employees in a particular trade union or in a particular trade, craft or class rather than to employees in another trade union or in another trade, craft or class, or that an employer was or is assigning particular work to employees in a particular trade union rather than to employees in another trade union, a jurisdictional disputes commission may, after consulting any person, employers' organization, trade union or council of trade unions that in its opinion may be affected by the complaint, make such interim order with respect to the assignment of the work as it in its discretion deems proper in the circumstances, and the employer, employers' organization, trade union, council of trade unions and the officers, officials or agents of any of them shall comply with the interim order.



first order, evidence was submitted that the employer had only carpenters in its employ on the project at the date of the assignment, did not have any lathers on the project at the date of the assignment and did not employ lathers at any time on this particular project.

The Commission decided to revise the first order in accordance with the decision of Chief Justice McRuer in a similar case, *Canadian Pittsburgh Industries Ltd.*, where the Chief Justice ruled that Section 66(1) contemplates only those disputes that arise with respect to the assignment of work by an employer among those that are engaged on the work over which he has direction. He did not think that the section had application where a trade union that has no members employed under the direction of the employer complains that work is assigned to employees that, in the opinion of that trade union, should be done by members of the complaining trade union.

Consequently, the Commission stated that, in the circumstances of the dispute under consideration, it had no jurisdiction to interfere with the assignment of work made by the employer, Dominion Sound Equipments Limited.

After the issuance of the second order, the Lathers' Union applied for *certiorari* to quash the second order of the Commission, and for *mandamus* directing the Commission to reaffirm its first order.

Dealing with the dispute at bar, Mr. Justice Grant noted that in the case *R.v. Orliffe, Ex p. Can. Pittsburgh Ind. Ltd.* (L.G. 1962, p. 77), referred to above, the

employer had no employees working for him on any project or in any capacity who were members of the complaining union, and the Chief Justice did not mean that the Commission had no jurisdiction to make an order where the union had members employed under the direction of the employer but engaged only in other enterprises.

In the case at bar, at all relevant times the employer had in its employ members of both the Lathers and the Carpenters. Mr. Justice Grant held that the language of Section 66(1) is quite clear that the Commission may make an interim order with respect to the assignment of the work where (among other cases) an employer is assigning particular work to *employees* of one trade union rather than to *employees* of another trade union. It is not a condition precedent to such jurisdiction of the Commission that the employees of the trade union discriminated against must be engaged on the work in question.

Further, Mr. Justice Grant added that, in making its second order, the Commission thought that it was without jurisdiction to make the first order by reason of the fact that members of the Lathers' Union were not employed to some extent on the job in question. In this conclusion, the Commission was wrong.

The Court quashed the second order and declared the first order dated June 22, 1963 to be valid and the subsisting interim order of the Commission. *Regina v. Jurisdictional Disputes Commission, Ex parte Wood, Wire and Metal Lathers' International Union*, (1963) 40 D.L.R. (2d), Part 9, p. 833.

## Recent Regulations under Provincial Legislation

*Manitoba issues new safety rules for elevators, adopting CSA Safety Code for Elevators, Dumbwaiters and Escalators*  
*Ontario brings mail-carrying under Workmen's Compensation Act*

### Manitoba Elevator Act

Regulations have been issued under the new Manitoba Elevator Act (L.G., Dec. 1963, p. 1087), which was proclaimed in force January 1. The new regulations adopt CSA B44-1960, Safety Code for Elevators, Dumbwaiters and Escalators (Second Edition) as minimum standards for the design, construction and installation of new elevators, or for the re-installation or major alteration of elevators, and also set out rules with which existing elevator installations must comply.

No person may start a new installation, re-installation or major alteration of any elevator without first submitting drawings and specifications to the chief inspector. On completion of the work, the owner or contractor must apply to the Department of Labour for a permit to operate the elevator.

Before issuing or renewing a permit to operate an elevator, the Minister is required to have it inspected by a departmental inspector, and the owner or elevator contractor must test all safety apparatus in the inspector's presence. Alternatively, the

Minister may accept, on the recommendation of the chief inspector, an affidavit of the owner or elevator contractor that these tests have been made and that the safety apparatus is in good working order.

If possible, the chief inspector must have all elevators inspected every six months. A permit authorizes the operation of an elevator for 12 months, but becomes invalid if the chief inspector seals an elevator.

Rules applicable to existing elevator installations cover, among other matters, the guarding of hoistway openings, landing gates and safety devices for them, car "safeties" and terminal stopping devices. It is also provided that the owner of an

elevator must notify the chief inspector immediately of any elevator accident that causes injury or death.

The new regulations (Man. Reg. 105/63) were gazetted December 21, replacing Man. Reg. 62/45.

### **Ontario Workmen's Compensation Act**

Mail-carrying under a contract with the Post Office, an industry previously excluded, was brought under the Ontario Workmen's Compensation Act by O. Reg. 34/763, gazetted January 4.

The operation of an apartment building was also added to Schedule I, which lists the industries subject to the collective liability provisions.

## **Report of Board**

*(Continued from page 216)*

wages and fringe benefits, and should not be placed at a continuing disadvantage with its competitors.

The Board secured from each of the parties several exchanges of modifications of their positions on the various items. These were not sufficient however, to bring about agreement.

Very late in the proceedings, the Board, after giving careful thought and consideration to the submissions by each of the parties, and in the interests of reaching a settlement, recommended the following as a basis of settlement of all the issues in dispute:

1. The collective agreement should be for the period from September 1, 1963, to August 31, 1965.

2. Wages—effective September 1, 1963, wage rates should be increased 3 cents an hour; effective May 1, 1964, wage rates should be increased by another 3 cents an hour; and effective January 1, 1965, by 4 cents an hour.

3. Shift premium on the third shift to be increased to 9 cents an hour.

4. Vacations—three weeks with pay after 13 years service, effective in 1964.

5. All other matters agreed upon between the parties to be confirmed.

We regret that after all the intensive mediation efforts, the above recommendations were not acceptable, and the Board asked that the parties give further consideration to them.

This Board has had a further opportunity to reconsider the recommendations made to the parties, and by all the tests of comparison of wages and fringe benefits and general settlements, we can state that the above recommendations represent a fair and equitable settlement of their dispute. We therefore unanimously put forward the above recommendations and urge the parties to accept them.

All this respectfully submitted this 21st day of January, 1964, at Toronto, Ont.

(Sgd.) W. H. Dickie  
*Chairman.*

(Sgd.) Norman L. Mathews,  
*Member*

(Sgd.) F. Stewart Cooke,  
*Member.*



# Monthly Report on Operation of the Unemployment Insurance Act

*Claimants for unemployment insurance benefit number 532,300 on December 31, a total of 75 per cent larger than that at end of previous month but 10 per cent smaller than year earlier*

Claimants for unemployment insurance benefit numbered 532,300 on December 31. This total was about 75 per cent larger than the number of 303,400 on November 29, but 10 per cent smaller than the total of 592,000 on December 31, 1962.

All three totals comprised both regular and seasonal benefit claimants. The total on December 31, 1963 was made up of 451,400 regular and 80,900 seasonal benefit claimants; the December 1962 total, of 496,600 regular and 95,300 seasonal. The November 29 total included 3,000 seasonal benefit claimants.

Between 85 and 90 per cent of the increase during December 1963 was made up of males, who comprised 78 per cent of the total at the end of the month in comparison with 72 per cent on November 29. More than 90 per cent of the male claimants on December 31 began to claim benefit during the last quarter of the year, compared with 80 per cent of the females.

At the end of December, 89 per cent of the claimants—92 per cent of the males and 78 per cent of the females—had been on claim for 13 weeks or less; 8 per cent—6 per cent of the males and 15 per cent of the females—for 14 to 26 weeks, and 4 per cent—3 per cent of the males and 7 per cent of the females—for 27 weeks or more. These percentages were almost the same as those of December 1962.

## Initial and Renewal Claims

Initial and renewal claims filed during December numbered 345,300, an increase of 155,900, or 82 per cent, over the November total of 189,400 but a rise of only 20,000, or about 6 per cent, over the total filed during December 1962.

The 82-per-cent November-to-December increase in 1963 compares with the rise of

only 33 per cent, or 80,000 claims, during the same period of 1962.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in December was estimated to be 293,800, compared with 161,200 in November and 316,700 in December 1962.

Payments during the month totalled \$29,400,000, compared with \$15,500,000 in November and \$31,100,000 in December 1962.

The average weekly payment was \$24.99 in December, \$23.98 in November and \$24.54 in December 1962.

## Insurance Registrations

On December 31, insurance books or contribution cards had been issued to 5,011,719 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 337,363, an increase of 492 since November 30.

## Enforcement Statistics

During December, 10,184 investigations were conducted by enforcement officers across Canada. Of these, 6,647 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 408 were miscellaneous investigations. The remaining 3,129 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 256 cases, 101 against employers and 155 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,397.\*

\* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled \$31,750,618.75, compared with \$30,336,617.41 in November and \$29,478,741.19 in December 1962.

Benefits paid in December totalled \$29,360,515.60, compared with \$15,467,325.53 in November and \$31,086,590.36 in December 1962.

The balance of the Fund on December 31 was \$58,524,439.25; on November 30 it was \$56,134,336.10; and on December 31, 1962, it was \$98,975,326.02.

## Monthly Report on Placement Operations of the NES

Placement operations in local offices of the National Employment Service during January reflected a strong demand for male workers. Of a total of 73,500 persons placed in employment in January, some 49,000 were males. This comprised 66.8 per cent of the total and reflected an increase of 5.0 per cent over the January 1963 total.

Placements of women workers in January numbered 24,500, a decrease of 13.0 per cent from January 1963.

Placements involving the movement of workers from one local office area to another numbered 3,000, or 4.0 per cent of the total. This proportion was higher than in the preceding month and only slightly below the 4.7 per cent recorded in January a year ago.

For Canada as a whole, January placements were 1.8 per cent lower than during the same month last year. The regional distribution of the month's placements, with percentage change from January 1963, was:

Atlantic	5,700	+13.2
Quebec	24,200	- 1.9
Ontario	25,100	- 7.0
Prairie	12,200	+ 2.7
Pacific	6,400	+ 0.8

Some 96,700 vacancies were notified by employers to local offices during January, 5.1 per cent more than in the same month in 1963 and the highest number in any January since 1947. Vacancies for men, at 61,900, increased by 10.3 per cent from January a year ago, but vacancies for women, numbering 34,800, recorded a decrease of 3.1 per cent.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB 2278, December 2, 1963

**Summary of the Main Facts:** The claimant filed a renewal application for unemployment insurance benefit on August 8, 1963. He stated in the application that he had worked for a coal company as a labourer at a wage of \$10.58 a day from July 8, 1963, to August 6, 1963, when his employment terminated for the following reason: "Laid off—help no longer required."

In the Confirmation of Separation (Form UIC 479) the employer stated on August 12, 1963: "Employee was fired for cause." As the reasons for separation given by the claimant and the employer were at variance, the local office of the Unemployment Insurance Commission wrote to them on August 14 and requested their comments. The replies read:

**CLAIMANT:** I was driving a company truck at night and in using the dump the truck was damaged. The foreman laid me off for that reason. I understood it as a layoff as I believe that they will call me back as they

expect me to pay for the damage. I do not consider this as being fired but as laid off, as there is a possibility of them calling me to return to work at any time.

**EMPLOYER:** The former employee [claimant] was discharged due to being intoxicated on the job, damaging a company truck, not carrying out his work properly. The employee had been told before that his drinking on the job must cease or he would have to be discharged.

The insurance officer disqualified the claimant and suspended benefit from August 4, 1963, to September 14, 1963, inclusive, on the ground that the claimant had lost his employment by reason of his own misconduct (Section 60(1) of the Act).

The claimant appealed to a board of referees in a letter dated September 10, which reads:

I wish to appeal the decision on my claim. Evidently the company claims I was discharged for cause. Personally, I cannot see how it is a discharge, when the foreman told me that, if I would pay for the damage that was caused



to the truck, that I could continue working. I did not have the money to pay for the damage and was therefore laid off, actually for lack of money rather than for the damage itself. My family responsibility is such that I could not meet any further financial drain, therefore, the only reason I am not working right now is lack of capital.

The insurance officer reviewed the claim file but did not consider that any change in his decision was warranted. The case came before a board of referees at a session held September 30, 1963, in—. The claimant was neither present nor represented at the hearing. The board, in a brief decision, unanimously maintained the decision of the insurance officer.

The union of which the claimant is a member, appealed to the Umpire on October 7. The appeal reads:

That due consideration was not given by the insurance officer or the board of referees to the fact that [claimant] was laid off primarily to a lack of money, as he was definitely told that he could stay on the job provided he would pay for the damage caused to the company truck. In view of this lack of consideration, the union respectfully requests that, if possible, the Umpire return the claim to the board of referees, at which time the union will provide representation for [claimant].

In a statement of observations dated October 25, for consideration by the Umpire, the Chief of the Adjudication Division of the UIC said:

1. The union's grounds for appeal to the Umpire are the same as those contained in the claimant's appeal to the board of referees. Therefore, a rehearing by the board on the same grounds is unwarranted.

2. The notification of disqualification (exhibit No. 5) sent to the claimant contains instructions regarding an appeal. It suggests that he consult a member or officer of his union and also advises him to notify his local office of the name of his representative if he desires to be represented at the oral hearing before the board. The claimant was also sent a "notice of hearing re sitting of the board of referees" (exhibit No. 8). This latter notice invites him to make representation before the board and advises him of his privilege to attend the hearing. The claimant, therefore, was given ample opportunity to be heard and make representations on his appeal, as provided in Regulation 182(1).

3. The fact that the employer might have kept the claimant in his employment if he had paid the damages to the truck is immaterial. The claimant has not refuted the employer's allegations (exhibit No. 4) that the damage to the company truck was due to the claimant's gross negligence, and that his loss of employment resulted therefrom.

4. It is respectfully submitted that the unanimous decision of the board of referees should be maintained.

**Considerations and Conclusions:** The fact that the claimant's employer might have been prepared to retain him in his employment if he had paid for the damage caused to the company's vehicle is not a

material consideration in deciding whether or not the claimant lost his employment by reason of his own misconduct on August 6, 1963.

Therefore, as the union's appeal is based exclusively on that ground and as the employer's statement that the claimant was discharged "due to being intoxicated on the job" was at no time denied by the said claimant, a rehearing by the board of referees would, in my opinion, serve no useful purpose.

I consequently decide to dismiss the union's appeal.

## **Decision CUB 2280, December 2, 1963**

*(Translation)*

**Summary of the Main Facts:** In his appeal to the Umpire, dated September 18, 1963, the insurance officer has summed up the main facts of this case as follows:

1. The claimant filed a claim effective October 28, 1962. She stated that she had last worked . . . as a seamstress, at 75 cents an hour, from February 1961 to October 31, 1962, when she was laid off for lack of work.

2. On May 21, 1963, the claimant failed to apply for, or to accept, a permanent job as a seamstress at 75 cents per hour . . . on the ground that "I cannot accept work at [the factory] since I must leave at 11:30 a.m. to prepare my lunch, and the employer will not accept those terms" . . . the prevailing rate of pay for that kind of employment is between 58 and 75 cents an hour.

3. In a statement dated May 27, 1963, the claimant said that the only limitation she was placing on her availability for work was that she had to have an hour and a half for lunch, i.e., from 11:30 a.m. to 1:00 p.m., as she had three children and had to prepare lunch. She added that her former employer . . . had granted her time from 11:30 a.m. to 1:00 p.m., for that meal.

4. On May 27, the local office got in touch with the manager of [previous employer] who declared that most of their employees were then out of work and that the claimant would be called back if her services were required. The local office also contacted the largest similar establishment in the area . . . and was informed that, with the exception of office workers, the company grants only one hour for lunch. As far as the local office could find out, [the previous employer] is the only factory granting a lunch period of an hour and a half.

5. The insurance officer disqualified the claimant from May 19, 1963, to June 29, 1963, under Section 59(1) of the Act, on the ground that she had, without good cause, refused or failed to apply for, or to accept, suitable employment. He also disqualified her from May 21, 1963, because she had failed to prove that she was available for work as required by Section 54(2)(a) of the Act.

6. The claimant appealed to the board of referees through her solicitor, who stated that the claimant only asked for working conditions similar to those that had been granted to her for more than 10 years, and that her request for an hour-and-a-half lunch period, instead of the hour generally applicable, was not that unusual, since she had then resumed working

at precisely those conditions. According to the information obtained from the claimant's employer, she worked on May 29, 30 and 31, and on June 3, 4 and 5, 1963, plus one day during the week beginning June 9, 1963, and worked on a full-time basis as of June 17, 1963.

7. The claimant and her solicitor were both present when the case was heard by the board of referees. The board allowed the appeal, and ruled that the claimant had a valid reason not to apply for the job offered and that she had proved her availability for work. The decision is based mostly, it seems, on the fact that the claimant had obtained an hour and a half for lunch during the last 11 years she had been working . . . that the claimant had alleged that similar factories let their staff off at 11:30 a.m., as she knew personally of three persons in the employ of [other establishments] who do so and that she had declared that she had resumed her work with her former employer about May 27, 1963.

The grounds on which the insurance officer based his appeal read:

8. We submit that the board of referees erred in deciding that the claimant had good cause for refusing to accept an offer of suitable employment and also erred in deciding that the claimant had proved her availability for work.

9. The work offered was in the usual occupation of the claimant, at the prevailing rate of pay in the district and at conditions similar to those recognized in the area for that type of work. Notwithstanding that a longer period of time may be granted to some employees for their lunch period in some factories, the evidence shows that such is a special privilege that is not granted to a new employee, and that the general practice is to grant an hour for lunch. It is therefore clearly established that the job offered was suitable according to Section 59(2)(b) of the Act.

10. The claimant refused the employment for purely personal reasons, and such reasons as a rule do not constitute good cause for refusing suitable employment, since a claimant must adapt his or her personal circumstances to the requirements of the labour market (CUB 1390 and CUB 1993). It surely cannot be held that the labour market should adapt itself to the particular circumstances of an individual case . . .

11. The fact that the claimant did obtain, shortly after having refused the employment, a few days of part-time employment from her former employer does not constitute good cause for refusing it, since the information supplied by her former employer a week later indicated that, even then, she did not have any assurance of being permanently employed by that employer. In fact, when she turned down the job which was offered to her, there was a lack of work at the plant of that employer and the claimant had not been called back nor advised of a date when she would be so called. Actually, the claimant was called back for full-time work only four weeks later. The fact that the claimant subsequently did obtain work that suited her particular requirements does not prove that she had good cause for refusing suitable employment, in the absence of evidence to show that she had a reasonable assurance, when she refused the job, that she would obtain such an employment in the very near future (CUB 520), especially after a long period of unemployment (CUB 1431).

12. . . . We submit that by restricting her availability to a job in a sewing establishment where she would be granted an extra half

hour at noon, the claimant did in fact reduce her availability to such an extent that she could be employed only by her former employer. Under the circumstances, she did not establish that she was available for immediate work on each day her former employer had no work to give her. . . . The fact that certain persons did get . . . the working conditions asked for by the claimant is not a determining factor, since it was a privilege that employers were not willing to give to the claimant, as a new employee, at that particular time.

13. For the above reasons, we respectfully submit that the appeal made by the insurance officer should be allowed.

On October 7, 1963, the claimant's counsel wrote a letter to the Unemployment Insurance Commission, in which he said, in part:

. . . [Claimant] has worked for more than 10 years for [the same firm] where she was called back on May 27 or 28, after an intermittent period of unemployment that lasted a few months.

[Claimant] lives some 500 feet away from her employer's factory and the job . . . which was offered to her would have required her to take a taxi during the lunch period, since this employer refused to give her an hour and a half for that purpose, a privilege always given her by [the company] ever since she had been employed there.

Furthermore, [claimant] is not the only one who is allowed an hour and a half to prepare her family's mid-day meal . . .

Moreover, the job that [claimant] was offered consisted in sewing children's dresses, work that she had never done before, and she had the assurance that her former employer would call her back and, rightly so, since she now works in her former job . . .

My client wished to preserve her seniority, and if she had worked for [another employer] she would have been unemployed during the summer season due to a slackening of the over-all activity of this firm.

In this whole affair, someone is acting out of revenge against [claimant], possibly through jealousy, by ill-natured gossip or otherwise. It must not be forgotten that the manager of the company had given [claimant] to understand that she would be taken back at her previous job any day and, in actual fact, she did get her job back. [Claimant] has received unemployment benefits for one period only, after having been in the employ of the same firm for 10 consecutive years, and I believe that she was fully justified to make every effort to keep her former job, instead of accepting a position that offered no security, was temporary, and carried a much lower salary than what she had earned . . .

Furthermore, as [claimant] has always or most of the time worked on a part-time basis for her former employer while she was unemployed, she was very anxious to resume her work with that employer.

The insurance officer made the following comments:

In his reply, the representative of the claimant stated that the latter has always, or almost always, worked for her employer while she was unemployed. The weekly reports submitted by [claimant] with respect to the claim referred to in the present appeal, show that she did not

(Continued on page 231)



## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in January

#### Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 268 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 154 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 150 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority and the Departments of Defence Production, Mines and Technical Surveys, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions<sup>s</sup> included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$11,705.44
Defence Production .....	118	537,326.00
Post Office .....	21	424,889.14
Public Works .....	1	8,629.00
Royal Canadian Mounted Police .....	20	107,054.47
Transport .....	4	42,209.15

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in January

During January the sum of \$5,367.70 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 104 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in January

### DEPARTMENT OF AGRICULTURE

*Near Russell Man:* J S Quinn Construction Co Ltd, construction of Conjuring Creek Storage Project.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Montreal Que:* St Lawrence Steeplejacks, interior painting of apartment units & public areas of four apartment projects. *Pierrefonds Que:* Grand Royal Paving Reg'd, site improvements, Cloverdale Park Apartments. *Ville St Laurent Que:* Jos Malaket & Fils Inc, installation of gas ranges, Place Benoit Apartment Project; Jos Malaket & Fils Inc, installation of gas ranges, Parc Royal Apartment Project; Jos Malaket & Fils Inc, installation of refrigerators, Parc Royal Apartment Project. *Regina Sask:* G Barker Construction Ltd, construction of 141 row housing units & site works (FP 2/63).

In addition, this Corporation awarded 19 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Miramichi Indian Agency N B:* Cardinal Construction Ltd, construction of school & residence, Big Cove IR. *Clandeboyne Indian Agency Man:* Louis Ducharme & Associates Ltd, renovations to dormitory & washrooms, Assiniboia IRS. *Dauphin Indian Agency Man:* Dauphin Fixtures Ltd, renovations to fire protection system, McKay IRS & associated bldgs. *Carlton Indian Agency Sask:* Dashchuk Construction Ltd, construction of school & residence, Red Earth IDS. *Blackfoot Indian Agency Alta:* Borger Construction Ltd, installation of water supply system pipeline on Crowfoot Crescent, Blackfoot Reserve housing development (subdivision No 1).

### DEFENCE CONSTRUCTION (1951) LIMITED

*Gander Nfld:* H & S Construction Ltd, interior painting of bldgs Nos 8 & 86, RCAF Station. *Halifax N S:* Central Electric, rewiring & relighting of bldg No 1, HQEC; L G & M H Smith Ltd, strengthening deck system, jetty No 5. *Camp Gagetown N B:* S R Shears & Sons Ltd, interior painting of 500 PMQs; St Lawrence Steeplejacks Co Ltd, interior painting of 649 PMQs. *St Jean Que:* P M Entreprises Inc, renovations to south block, CMR. *Barriefield Ont:* Lagendyk & Co Ltd, interior painting of nine bldgs, RCME School; Donald M Hawkins Ltd, interior painting of 187 PMQs, Fort Henry Heights. *Camp Borden Ont:* Ontario Painting & Decorating, interior painting of 252 PMQs; Riverside Painting & Decorating Ltd, interior painting of 173 PMQs; Planned Renovators Ltd, interior painting of 20 permanent bldgs; Walker Painting & Decorating Co Ltd, interior painting of 42 temporary bldgs. *Clinton Ont:* International Painting & Decorating Co, interior painting of various bldgs, RCAF Station. *Downsview Ont:* C & K Steeplejack Co, interior painting of 58 PMQs, RCAF Station. *Hamilton Ont:* Mechanical Contracting Trades Ltd, replacement of boilers in heating plant for Bldgs 1, 2 & 5, HMCS Star. *Kingston Ont:* Cribb Construction Co Ltd, installation of standby sewage lift pump & related equipment, RMC; Riverside Painting & Decorating Ltd, interior painting of eight bldgs, RMC. *London Ont:* The Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, No 27 COD. *North Bay Ont:* Farquhar Construction Ltd, supply & installation of five electrically operated gates in security fence, RCAF Station. *Petawawa*



*Ont:* Ontario Painting & Decorating, interior painting of 250 PMQs; Pillar Construction Ltd, construction of two refrigerated garbage rooms; Planned Renovators Ltd, interior painting of 400 PMQs. *Trenton Ont:* Miron-Wiggers Construction Ltd, rehabilitation of bldg No 78, RCAF Station. *Camp Shilo Man:* Hay Decorating Co Ltd, interior painting of 192 PMQs. *Winnipeg Man:* North Star Decorating Co Ltd, fire retardant painting in hangar No 16, RCAF Station. *Moose Jaw Sask:* Conrad-Rawlinson Ltd, interior fire retardant painting of three hangars, RCAF Station. *Calgary Alta:* J Mason & Sons Ltd, interior painting of 219 PMQs, Currie Barracks. *Penhold Alta:* J Mason & Sons Ltd, interior painting of 70 PMQs, RCAF Station. *Muskwa (Fort Nelson) B C:* McGregor Telephone & Power Construction Co Ltd, construction of outdoor main transformer substation.

#### DEPARTMENT OF DEFENCE PRODUCTION

*Charlottetown P E I:* Fitzgerald & Snow Ltd, maintenance repairs to lecture rooms, offices, halls, etc, Armoury. *Halifax N S:* Wall & Woodworth Ltd, interior painting, bldg No. 41 (drill hall), Windsor Park. *Shelburne N S:* Atkinson & Bower Ltd, replacement of heating & cooling coils in ventilation & air conditioning systems, bldgs No. 35 & 36, HMCS Shelburne. *Longueuil Que:* National Blind & Window Co Ltd, installation of aluminum windows & sashes in bldg No 49, Jacques Cartier Barracks. *Montreal Que:* Roger Bisson Inc, renovations to shower rooms, No 25 COD. *Angus Ont:* R S C Bothwell Associates Ltd, supply & installation of electrically conductive vinyl flooring tile in bldgs Nos 152 & 153, No 13X Depot Detachment. *Barriefield Ont:* Foley Construction Ltd, construction of gatehouse. *Clinton Ont:* Atlas Aluminum Products, installation of metal combination storm & screen windows on barrack blocks Nos 72 & 74, RCAF Station. *Kingston Ont:* Irving-Harding Ltd, renovations to ventilation system. *London Ont:* Cardinal Painting & Decorating Co Ltd, interior painting of various bldgs, Wolseley Barracks; Ontario Painting & Decorating, painting interior of No 27 COD & No 204 Base Workshop. *Orangeville Ont:* Defo Construction Co, repairs to Armoury. *Ottawa Ont:* Alf Grodde Ltd, plastering & painting, Drill Hall; Alf Grodde Ltd, interior painting of Beach Bldg. *Trenton Ont:* Walter F MacCormack, interior painting of various bldgs, RCAF Station; Walter F MacCormack, interior painting of bldg No 38, RCAF Station. *Winnipeg Man:* Canadian Rogers Western Ltd, repairs to roof, Bldg A-2, Fort Osborne Barracks; North Star Decorating Co Ltd, interior painting of six bldgs, Fort Osborne Barracks; Oswald Decorating Co, interior painting of three bldgs, RCAF Station. *Moose Jaw Sask:* Island Construction Ltd, application of epoxy laminate to bathroom walls, RCAF Station; R S Klein Painters & Decorators Ltd, interior painting, Armoury. *Esquimalt B C:* Farmer Construction Ltd, construction of store room, bldg No 24 (Grant Block), Royal Roads; Farmer Construction Ltd, construction of battery charging shop, Bldg No 141, HMC Dockyard; Hume & Rumble Ltd, electrical alterations, bldg No 192, HMC Dockyard; C D Johnston, painting interiors of 25 residences, Belmont Park. *Matsqui B C:* J S Johnston Ltd, replacing water main, HMCS Aldergrove. *Aldergrove & Matsqui B C:* Trans-Power Construction Ltd, replacement of 41 power & antenna poles. *Vancouver B C:* Walker Construction, repairing trusses in hangar, 2nd & Discovery Streets.

In addition, this Department awarded 70 contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF MINES AND TECHNICAL SURVEYS

This Department awarded seven contracts containing the General Fair Wages Clause.

#### NATIONAL HARBOURS BOARD

*Quebec Que:* Janin Construction Ltd, reconstruction of shed "A," Wolfe's Cove.

#### POST OFFICE DEPARTMENT

This Department awarded one contract containing the General Fair Wages Clause.

#### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*New Liskeard Ont:* Val d'Or Construction Co Ltd, construction of sewage disposal system.

#### DEPARTMENT OF PUBLIC WORKS

*Carmanville Nfld:* Wm A Trask Ltd, wharf extension. *Cox's Cove Nfld:* Avalon Construction & Engineering Ltd, wharf reconstruction. *Freshwater Nfld:* Wm Hynes, construction of post office bldg. *Placentia Nfld:* O'Reilley's Plumbing & Heating Supplies, construction of post office bldg. *Rose Blanche Nfld:* J J Hussey Ltd, construction of post

office bldg. *St John's Nfld*: Capital Office Cleaning Co Ltd, cleaning bldg No 3, Naval Dockyard, 191-193 Water St; Benson Builders Ltd, wharf repairs (site 15, southside). *Trepassey Nfld*: Davis Construction Ltd, construction of Fisheries Officer's residence. *Woody Point (Bonne Bay) Nfld*: James E Shears, construction of post office bldg. *Darnley Basin P E I*: Ralph Ford, construction of retaining wall. *Barrington N S*: Wm E Smith, construction of post office bldg. *Debert N S*: Ivan Archibald & Donald Fisher, construction of post office bldg. *Inverness N S*: MacDougall Construction Co Ltd, construction of federal bldg. *Main-a-Dieu N S*: MacDonald & MacKeigan, wharf improvements. *Pictou N S*: Ferguson Industries Ltd, installation of power outlets, quay wall. *Sydney N S*: Maritime Builders Ltd, wharf improvements. *Terence Bay N S*: Naugles Sand & Gravel Co Ltd, wharf repairs. *Butternut Ridge N B*: Cardinal Construction Ltd, construction of post office bldg. *Edmundston N B*: R E Stewart Construction Corporation, construction of federal bldg. *Head Harbour N B*: McNamara Construction of Nova Scotia Ltd, construction of wharf. *Leonardville N B*: Fuddy Contractors Ltd, wharf extension. *Richibucto N B*: Parsons Construction Co Ltd, construction of federal bldg. *St Edward N B*: Leo LeBlanc, breakwater repairs. *Saint John N B*: R A Corbett & Co Ltd, additions & alterations, Trade & Commerce Bldg. *Fort Chimo Que*: Ron Engineering & Construction (Quebec) Ltd, erection of school, garage & workshop. *Grandes Bergeronnes Que*: Francois Lapointe Inc, construction of post office bldg. *Isle Verte Que*: Paul Malenfant, construction of post office bldg. *Lavaltrie Que*: Lucien Pelletier, construction of post office bldg. *Quebec Que*: E M M Enr, moving of National Health & Welfare Dept from Temporary Bldg to Old Postal Terminal. *St Alexis des Monts Que*: Ronald Desrosiers, construction of post office bldg. *St Marc sur Richelieu Que*: Leopold Pigeon, repairs to wharf (VARY). *St Timothee Que*: Fernand Martel, construction of post office bldg. *St Vincent de Paul Que*: Secant Construction Co, alterations & repairs to penitentiary (reconstruction Phase V). *Bala Ont*: Alfred Haigh, reconstruction of timber trestle. *Burlington Ont*: John Cestnik Construction, alterations to federal bldg. *Fort William Ont*: Claydon Co Ltd, construction of implement & storage shed, Experimental Farm. *Hammer Ont*: V Dube Construction, addition to post office bldg. *Kingston Ont*: Joice-Sweanor Electric Ltd, alterations to UIC Bldg. *Little Current Ont*: Donald Eadie, wharf repairs. *London Ont*: Bennett & Wright Contractors Ltd, installation of fire alarm system, Dominion Public Bldg. *Macdiarmid Ont*: Hacquoil Construction Ltd, harbour repairs & improvements (repairs to rubble mound breakwater). *North Bay Ont*: Farquhar Construction Ltd, alterations to federal bldg. *Ottawa Ont*: Tippet-Richardson Ltd, moving of office furniture & equipment from Vimy Bldg, Sparks St & Radiation Laboratory, Caldwell Ave, to new Radiation Laboratory, Brookfield Ave, Confederation Heights; The Frost Steel & Wire Co Ltd, fencing of Manordale Subdivision (Department of Agriculture land); Dibblee Construction Co Ltd, grading & paving parking area, Office of British High Commissioner; Three Star Building Cleaners, cleaning interior, Beamish Bldg, 1501 Carling Ave; Three Star Building Cleaners, cleaning interior, Empire Bldg, O'Connor St & Laurier Ave; C P Construction Ltd, alterations to Dominion Bureau of Statistics Bldg, Tunney's Pasture; A Lanctot Construction Co, alterations to Centre Block, Parliament Bldgs; Hugh M Grant Ltd, foundation demolition & removal from Department of Agriculture Animal Research Institute land, Greenbelt area; Robert Construction Co, alterations, Connaught Bldg, Sussex Drive; K C Martin Construction Co, alterations to No 8 Temporary Bldg, Carling Ave; Gendron P & H Co, alterations & additions to heating & ventilating systems, RCMP Headquarters Bldg, Tremblay Road. *Sutton West (Black River) Ont*: Keene Construction Co Ltd, training wall decking. *Toronto Ont*: One Thirty One Bloor West Ltd, supply & installation of interior finishing, mechanical & electrical equipment & fixtures, National Design Centre, Colonnade Bldg; K Rustscheff, washroom addition & alterations, postal terminal "A." *Windsor Ont*: Herbert Winch & Son, alterations to federal bldg. *Ethelbert Man*: Nils A Anderson, concrete reservoir & water supply revisions, RCMP Detachment quarters. *Gainsborough Sask*: Gotthard Peterson Construction Co Ltd, construction of post office bldg. *Regina Sask*: Beattie Ramsay Construction Co Ltd, replacement of watermain from 10th Ave to RCMP barracks. *Saskatoon Sask*: Bird Construction Co Ltd, construction of veterans' home; Modern Building Cleaning Service of Canada Ltd, interior cleaning of old post office bldg. *Calgary Alta*: Pilkington Glass Co Ltd, re-glazing windows, public bldg. *Thorsby Alta*: D S Greenfield Construction Ltd, construction of post office bldg. *Vermilion Alta*: Silisky Construction Ltd, construction of RCMP detachment quarters. *Esquimalt B C*: Dave Cooper Ltd, installation of fire protection system, Esquimalt Graving Dock. *Penticton B C*: Interior Contracting Co Ltd, paving of access road, Astrophysical Observatory. *Fort St James B C*: Dezell Construction Co Ltd, construction of seismograph vault.



*Vancouver B C*: David Mitchell Co Ltd, supply & installation of partitions, reserve area, 2nd floor, Harry Stevens Bldg, 125 East 10th Ave. *Buffalo River to Pine Point & Buffalo River Bridge N W T*: Western Construction & Lumber Co Ltd, construction of development road. *Hay River—Pine Point Development Road N W T*: Poole Construction Co Ltd, construction of three bridges. *Yellowknife N W T*: Byrnes & Hall Construction Ltd, construction of underground seismic vault & control bldg alterations.

In addition, this Department awarded 37 contracts containing the General Fair Wages Clause.

#### THE ST. LAWRENCE SEAWAY AUTHORITY

*Allanburg, Port Robinson, Welland & Dain City Ont*: Dominion Bridge Co Ltd, restoration of profiles of grooves in journals of crown sheave bearings of vertical lift bridges 11, 12, 16 & 18, Welland Canal. *Sault Ste Marie Ont*: Annett Chemicals Ltd, pressure grouting of Sault Ste Marie Canal Lock. *Thorold Ont*: Jas A White, blocking of windows, valve machinery houses, weirs 6 & 7, Welland Canal.

In addition, The St Lawrence Seaway Authority awarded four contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF TRANSPORT

*Ecum Secum N S*: Stevens & Fiske Construction Ltd, construction of two dwellings, entrance road & related work. *Moncton (Scoudouc) N B*: Caledonia Construction Ltd, extension & modifications to transmitter bldg. *London Ont*: Canadian Comstock Co Ltd, installation of power supply facilities, Airport. *Malton Ont*: Inspiration Ltd, installation of entrance road & car park lighting, Toronto International Airport; Delta Parking Systems Ltd, management of car parking structure in new terminal bldg, Toronto International Airport. *Swift Rapids Ont*: Canadian Vickers Ltd, supply & installation of lock gates, valves, operating machinery, etc, for lock on Severn River. *Edmonton Alta*: Hume & Rumble Ltd, installation of entrance road & car park lighting, International Airport. *Tofino B C*: Larry Rafter, interior painting of bldgs.

In addition, this Department awarded 12 contracts containing the General Fair Wages Clause.

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## Decisions of Umpire

(Continued from page 226)

perform any work during the period from the week beginning January 6, 1963, to the week beginning May 19, 1963, inclusive.

**Considerations and Conclusions:** The employment that the claimant refused or failed to apply for on May 21, 1963, was in her usual occupation and at the prevailing rate of pay for such type of work in the area, and it has not been established that the working conditions of that particular type of work were less favourable than those recognized by good employers in the area. The employment, therefore, was suitable within the meaning of Section 59(2)(b) of the Act.

On the other hand, the reason given by the claimant for refusing to apply for the employment offered was a purely personal one and, consequently, according to the established jurisprudence, did not constitute a "good cause," within the mean-

ing of that expression in Section 59(1) of the Act, and I so decide.

With respect to the claimant's availability for work, the evidence shows clearly that she did not have the assurance, at the time she refused the job, that she would be taken back by her former employer, and that it was impossible for her, otherwise than as a privilege, to have other employers agree to the working conditions she insisted on.

For those reasons, and as the grounds on which the insurance officer has based his appeal are in accordance with the jurisprudence established by the Umpire in similar cases, I consider that the claimant was rightly disqualified for having failed to prove that she was available for work as from May 21, 1963.

I consequently decide to allow the appeal made by the insurance officer.

## PRICE INDEX

### Consumer Price Index, February 1964

The consumer price index (1949=100) increased 0.2 per cent to 134.5 from 134.2 between January and February. The February index was 1.8 per cent above the February 1963 index of 132.1.

Most of the increase during the month resulted from a 1.1-per-cent rise in the transportation index; but indexes for recreation and reading, tobacco and alcohol, and clothing also were higher. The housing and the health and personal care indexes were unchanged; the food index declined slightly.

The food index eased 0.1 per cent to 131.3 in February from 131.4 in January. Prices were higher for a number of foods, including milk, flour, bread and other bakery products, coffee, most fresh fruits and vegetables and a few meats. Outweighing these increases were substantially lower prices for sugar, which declined for the third consecutive month, eggs, most cuts of beef and pork, and fats.

The housing index was unchanged at 137.3 as a slight increase in the shelter component was not sufficient to move the index. In shelter, rent was unchanged but the home-ownership index increased. In the household operation component lower prices for furniture and floor coverings balanced increases for textiles and some household supplies and services.

The clothing index increased 0.1 per cent to 117.8 from 117.7 as price increases for some items of women's clothing outweighed sale price reductions for men's suits and coats. Indexes for children's wear, footwear and clothing services were unchanged.

The transportation index advanced 1.1 per cent to 142.6 from 141.1 as a result of a sharp increase in insurance rates in the automobile operation component.

The health and personal care index remained at 165.4; both the health care and personal care components were unchanged. Lower prices for some pharmaceuticals were not sufficient to move the health care index and in personal care, price changes were moderate and offsetting.

The recreation and reading index moved up 0.1 per cent to 152.3 as both the recreation and reading components increased fractionally. In recreation, prices were higher for camera film and bicycles, and price increases for newspapers in Saint John and Halifax moved the reading index.

The tobacco and alcohol index advanced 0.8 per cent to 119.4 from 118.5 as both the tobacco and the alcoholic beverages components moved higher. Scattered increases in the price of cigarettes and

cigarette tobacco occurred in several cities and liquor prices increased in Ontario, Quebec and some Atlantic provinces.

Group indexes in February 1963 were: food 129.4, housing 135.9, clothing 114.8, transportation 139.6, health and personal care 159.9, recreation and reading 148.6, and tobacco and alcohol 118.0.

### City Consumer Price Indexes, Jan. 1964

Consumer price indexes (1949=100) moved up in three of the ten regional cities, went down in five and remained unchanged in two cities between December and January. Movements ranged from a decline of 0.4 per cent in Edmonton-Calgary to a rise of 0.4 per cent in Toronto.

Food indexes rose in seven cities and declined in three, ranging from a drop of 0.7 per cent in Edmonton-Calgary to a rise of 0.8 per cent in Toronto. Indexes for housing rose in three cities, fell in four and remained unchanged in three. Clothing indexes were lower in seven cities and unchanged in three. Transportation indexes rose in two cities, dropped in seven, and were unchanged in one. Health and personal care indexes were higher in five cities, lower in one and unchanged in four. The recreation and reading indexes were lower in six cities, higher in one and unchanged in three. All tobacco and alcohol indexes were unchanged.

Regional consumer price index point changes between December and January were: Edmonton-Calgary -0.5 to 127.5; Montreal -0.4 to 133.9; Halifax -0.3 to 131.6; Ottawa -0.2 to 134.6; St. John's -0.1 to 120.2\*; Toronto +0.6 to 135.9; Saint John +0.3 to 134.1; Winnipeg +0.3 to 131.4. Saskatoon-Regina and Vancouver remained unchanged at 129.0 and 131.9 respectively.

### Wholesale Price Index, January 1964

Canada's general wholesale index (1935-39=100) rose 0.6 per cent in January to 247.1 from 245.7 a month earlier. It was 1.7 per cent above the January 1963 index of 242.9.

Of the eight major commodity group indexes comprising the general wholesale index, six increased and two declined from December.

The vegetable products group index advanced 1.3 per cent to 236.7 from 233.6 in December, the wood products group

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\*On base June 1951=100.



index rose 0.7 per cent to 329.7 from 327.3, and the non-metallic minerals group index moved up 0.7 per cent to 191.7 from 190.4. The textile products group index advanced 0.6 per cent to 250.0 from 248.4, the non-ferrous metals products index 0.4 per cent to 201.1 from 200.3, and the iron products group index 0.3 per cent to 255.0 from 254.2.

Decreases occurred in the chemical products group index and in the animal products group index. The chemical products index of 188.1 was 0.4 per cent below the December index of 188.8, and the animal products group index of 247.1 was 0.2 per cent below the 247.6 a month earlier.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.3 per cent, from 214.8 to 215.5, in the three-week period ended January 24. The field products index rose 0.6 per cent, from 165.8 to 166.8, and the animal products index edged up 0.2 per cent, from 263.7 to 264.2.

## U.S. Consumer Price Index, January 1964

The updated and revised United States consumer price index for January was 107.7. The unrevised index remained at the December level, 107.6. Both indexes are on the 1957-59=100 base; the revised index is 1960-61 weighted.

This is the first issue of the index since its revision (L.G., Dec. 1963, p. 1138).

The unrevised index one year earlier, January 1963, was 106.0.

The main reason for the December-to-January increase was a rise in food prices, although the cost of operating an automobile rose too, because of higher gasoline prices.

## British Index of Retail Prices, Dec. 1963

The British index of retail prices (Jan. 16, 1962=100) rose to 104.2 in mid-December from 104.0 in mid-November. In mid-December 1962 it was 102.3. During the month, the food group index rose to 104.6 from 104.1. The other groups changed little.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 185.

## Business

1. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers: Annual No. 9*. Edited by Bruce Goodpasture. Washington, GPO, 1963. Pp. 82.

2. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids: Annual No. 5*. Edited by Bruce Goodpasture. Washington, GPO, 1963. Pp. 95.

"Each of the . . . chapters was first published during the year ending June 30th, 1960."

Information is given for evaluating qualifications and management methods for small businessmen, and concerning advertising, break-even points, credit collections, markdowns, new ideas as a source of profit, store modernization, wholesale sales, and the selling of services.

## Civil Service

3. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Formula for guaranteeing a Minimum Increase when an Employee is promoted. Hearing before the Committee on Post Office and Civil Service, House of Representatives, Eighty-seventh Congress, First Session, on H.R. 1010 and H.R. 2015, Bills to amend the Classification Act of 1949, as amended, to provide a Formula for guaranteeing a Minimum Increase when an Employee is promoted from One Grade to Another*. August 2, 1961. Washington, GPO, 1961. Pp. 27.

4. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Preservation of Basic Pay in Downgrading Actions. Hearings before the Committee on Post Office and Civil Service, House of Representatives, Eighty-seventh Congress, First Session, on H.R. 5674 and Related Bills, Bills to extend to Employees Subject to the Classification Act of 1949 the Benefits of Salary Increases in Connection with the Protection of Basic Compensation Rates from the Effects of Downgrading Actions, to provide Salary Protection for Postal Field Service Employees in Certain*

cases of Reduction in Salary Standing, and for Other Purposes. April 21 and 24, 1961. Washington, GPO, 1961. Pp. 73.

#### Conferences

5. AMERICAN BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION. *Proceedings of the Second Constitutional Convention, Washington, D.C., August 16-22, 1962.* Washington [1963?] Pp. 496.

6. AMERICAN NEWSPAPER GUILD. *Proceedings, Thirtieth Annual Convention, July 8-12, 1963 . . . Philadelphia, Pa.* New York, 1963. Pp. 160.

7. INTERNATIONAL LABOUR CONFERENCE. 47th, GENEVA, 1963. DELEGATION FROM GREAT BRITAIN. *Report.* London, HMSO, 1963. Pp. [21].

8. INTERNATIONAL TRANSPORT WORKERS FEDERATION. *ITF Reports, 1960-1961 and Proceedings of 27th Congress, Helsinki, 25 July-3 August 1962.* London, 1963. Pp. 338.

9. UNITED HATTERS, CAP AND MILLINERY WORKERS INTERNATIONAL UNION. *Report and Proceedings, Eleventh Convention, June 12-15, 1962 . . . New York City.* [New York, 1963?] Pp. 316.

#### Economic Conditions

10. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Regional Index of British Columbia: East and West Kootenays.* Victoria, 1963. Pp. 191.

Contains information and data concerning historical background, population, forestry, agriculture, manufacturing, mining, and hydro-electric potential.

11. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Sweden.* April 1963. Paris, 1963. Pp. 41.

12. SYMPOSIUM ON ECONOMIC GROWTH, WASHINGTON, D.C., 1963. *Proceedings, Monday, February 25, 1963.* New York, American Bankers Association, 1963. Pp. 139.

Four professional economists, three academics and the Managing Director of the International Monetary Fund, the late Per Jacobsson, presented their views on economic growth to the Symposium. President Kennedy also spoke to the gathering.

13. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1962. Pt. 1. The European Economy in 1962.* New York, United Nations, 1963. Pp. 61, 48, 7.

#### Education

14. DIEUZEIDE, HENRI. *Teaching through Television; A Report on the Current Use of Television in Western Europe's*

*Schools . . . and an Examination of Possibilities for Using This Medium to meet the Critical Need for Increased Teaching of Science.* Paris, Organisation for European Economic Cooperation, Office for Scientific and Technical Personnel, 1960. Pp. 71.

15. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Technical Education in Britain.* London, HMSO, 1962. Pp. [39].

#### Employee Benefit Plans

16. U.S. BUREAU OF LABOR STATISTICS. *Digest of Nine Supplemental Unemployment Benefit Plans, Early 1963.* Washington, GPO, 1963. Pp. 25.

"Summarizes the major provisions of nine supplemental unemployment benefit plans designed primarily to provide weekly supplements to State unemployment insurance benefits received by laid-off workers."

17. U.S. OFFICE OF WELFARE AND PENSION PLANS. *Welfare and Pension Plan Statistics: the 100 Largest Plans, 1959-1961.* [Washington, n.d., 1963] Pp. 10.

#### Industrial Relations

18. GREAT BRITAIN. COURT OF INQUIRY INTO THE CAUSES AND CIRCUMSTANCES OF A DISPUTE BETWEEN THE FORD MOTOR COMPANY, LIMITED, DAGENHAM AND MEMBERS OF THE TRADE UNIONS REPRESENTED ON THE TRADE UNION SIDE OF THE FORD NATIONAL JOINT NEGOTIATING COMMITTEE. *Report.* London, HMSO, 1963. Pp. 58.

At head of title: Industrial courts act, 1919.

The present Court of Inquiry was set up to look into a dispute arising in October 1962 between the Ford Motor Company, Limited at Dagenham, England, and the Ford National Joint Negotiating Committee representing 21 unions. Some of the issues involved in the dispute were discharge of employees whom the company found unsatisfactory, wage claims by the employees, demands by the union for changes in negotiating procedure, militant shop stewards, work standards, etc.

19. INDUSTRIAL RELATIONS COUNSELORS, INC. *White-Collar Restiveness—a Growing Challenge.* New York, 1963. Pp. 70.

Deals with grievance procedures for white-collar employees and the means used by companies to determine the causes of individual and group dissatisfaction among salaried employees.

20. NORTHRUP, HERBERT ROOF. *Government and Labor; the Role of Government in Union-Management Relations [by] Herbert R. Northrup [and] Gordon F. Bloom.* Homewood, Ill., R.D. Irwin, 1963. Pp. 507.

An analysis of American industrial relations laws and their effect on management, unions, and the public. Deals with such laws as the Taft-Hartley Act (Labor Management Relations



Act of 1947) and the Landrum-Griffin Act (Labor-Management Reporting and Disclosure Act of 1959) and their relationship to such topics as union security, strikes, boycotts and picketing.

21. SEMINAR [ON] EFFECTIVE LABOUR RELATIONS, ASSUMPTION UNIVERSITY OF WINDSOR. 1st, OCT. 20, 1960. [*Report of Proceedings*] October 20, 1960. Windsor, 1960. Pp. 64.

Symposium sponsored by the School of Business Administration, Essex College, Assumption University of Windsor.

Contents: Unionization of Hourly and/or Salary Personnel and Proceedings before the Ontario Labour Relations Board, by Norman L. Mathews. Negotiating or renewing a Collective Agreement, by J. C. Adams. Good Administration of a Labour Agreement, by George B. Norris, Jr.

22. SEMINAR ON EFFECTIVE LABOUR RELATIONS, ASSUMPTION UNIVERSITY OF WINDSOR. 3rd, OCTOBER 18, 1961. *Report of Proceedings, October 18, 1961*. Windsor, 1961. Pp. 83.

Seminar sponsored by the School of Business Administration, Essex College, Assumption University of Windsor.

Contains talk by Dr. Roger Chartier of Laval University entitled "Some Basic Issues in Labour-Management Arbitration."

### Industry—Location

The following three surveys were prepared and issued by the Industrial Development Branch, Department of Industry and Development of the Province of Alberta in Edmonton in 1963.

23. *Town of Bow Island*. Rev. March 1963. Pp. 12.

24. *Town of Didsbury*. Rev. September 1962. Pp. 14.

25. *Town of Okotoks*. Rev. October 1962. Pp. 15.

### Labour Laws and Legislation

26. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Saskatchewan Labour Legislation, August 1963*. Regina, 1963. Pp. 110.

27. U.S. WOMEN'S BUREAU. *State Minimum-Wage Laws*. Rev. July 1, 1963. Washington, GPO, 1963. Folder.

### Labour Organization

28. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1963*. 52nd edition. Ottawa, Queen's Printer, 1963. Pp. 98.

29. INTERNATIONAL ASSOCIATION OF MACHINISTS. *Your Union today, 1963*. Washington, 1963. Pp. 96.

A booklet in the form of a magazine commemorating the 75th anniversary of the founding of the International Association of Machinists.

30. RASKIN, A. H. *The Obsolescent Unions*. (In *Commentary*, July 1963. Pp. 18-25).

The author is Labor Correspondent of the *New York Times*.

### Labouring Classes

31. GITLOW, ABRAHAM LEO. *Labor and Industrial Society*. Rev. ed. Homewood, Ill., Richard D. Irwin, 1963. Pp. 773.

A textbook on labour economics dealing with the following topics: labour organization, wages and hours, collective bargaining, employment and unemployment, and labour legislation.

32. GREAT BRITAIN. BOARD OF TRADE. *Staggered Holidays*. London, HMSO, 1963. Pp. 11.

This White Paper points out the strain on accommodation and transportation facilities when nearly 6 million people in Great Britain take their holidays at the same time. It suggests that this strain could be decreased greatly if between 1 and 1½ million people would change their holiday habits.

33. INTERNATIONAL LABOUR OFFICE. *Benefits in the Case of Industrial Accidents and Occupational Diseases*. [Part 1] Fifth item on the agenda. Geneva, 1963. Pp. 58.

At head of title: Report 5(1). International Labour Conference. 48th session, 1964.

Part 1 contains proposed texts for a Convention and a Recommendation concerning benefits in the case of industrial accidents and occupational diseases for consideration and comments by member governments.

34. INTERNATIONAL LABOUR OFFICE. *Hygiene in Commerce and Offices*. Part 1. Fourth item on the agenda. Geneva, 1963. Pp. 68.

At head of title: Report 4(1). International Labour Conference. 48th session, 1964.

Part 1 contains proposed text of a Convention and a Recommendation concerning hygiene in commerce and offices for consideration and comments by member Governments.

35. INTERSTATE CONFERENCE ON LABOR STATISTICS. 20th, ATLANTIC CITY, N.J., 1962. *Proceedings, June 19-22, 1962, Atlantic City, New Jersey*. Washington, GPO, 1963. Pp. 316.

Co-sponsored by the New Jersey Department of Labor and Industry and the U.S. Bureau of Labor Statistics.

Partial Contents: Statistics and Research in Wage Rates and Earnings. Fringe Benefit Expenditure Studies. Interarea Differences in Wage Levels. Developments in Work Injury Statistics. Some Current Issues in the Measurement of Unemployment and Labor Force. Research and Statistical Needs of the Manpower Development and Training Act of 1962.

36. SASKATCHEWAN. DEPARTMENT OF LABOUR. RESEARCH AND PLANNING BRANCH. *Population and Estimated Labour Force by Residence (Rural and Urban), Sex, Industries, and Local Office Areas of the National Employment Service, 1961*. Regina, 1963. Pp. 21.

37. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Mobility and Worker Adaptation to Economic Change in the United States*. Rev. ed. Washington, GPO, 1963. Pp. 77.

Discusses programs undertaken by the U.S. government to deal with unemployment.

38. U.S. PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY. *Government Contract Employment, Rules and Regulations . . . effective July 22, 1961 as amended September 7, 1963*. Washington, GPO, 1963. Pp. 22.

Contains Federal U.S. "regulations relating to the promotion and insurance of equal employment opportunity on public contracts for all qualified persons without regard to race, creed, color, or national origin."

### Management

39. AMERICAN MANAGEMENT ASSOCIATION. *Computer-based Management for Information and Control*. New York, c1963. Pp. 52.

Partial Contents: Information Processing and Profit Survival. The Computer and Information Processing. Management Attitudes toward an Information System. Past Shortcomings in Computer Utilization. The Decision-making Potential of Computers.

40. JUSTIN, JULES JAY. *How to preserve Management's Rights under the Labor Contract*. Ann Arbor, Bureau of Industrial Relations, University of Michigan [c1959] Pp. 33.

Discusses the following rights of management: "(1) to direct and control its work force; (2) to determine the means, methods, processes, materials, and schedules of production; (3) to utilize fully its work force and machines; and (4) to maintain employee discipline and production efficiency."

41. ARGYRIS, CHRIS. *Interpersonal Competence and Organizational Effectiveness*. With a chapter by Roger Harrison. Homewood, Ill., Dorsey Press, 1962. Pp. 292.

This is an account of a program that the author carried out among executives in a large company at the request of the president of the company. By examining their mutual personal relationships and their administrative competence, the executives were able to develop insight and understanding necessary to increase their administrative competence.

### Occupations

42. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Careers in Drafting*. Rev. ed. Ottawa, Queen's Printer, 1962. Pp. 36.

Contents: Nature of the Work. Personal Qualities needed. Preparation and Training. Advancement. Working Conditions. Salaries. Seeking Employment. Number in the Occupation. Organizations. Employment Outlooking.

43. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Electrical and Electronic Occupations*. Rev. ed. Ottawa, Queen's Printer, 1962. Pp. 96.

44. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Technicians in Science and Engineering*. Ottawa, Queen's Printer, 1963. Pp. 81.

### Professional Workers

45. BUREAU OF SOCIAL SCIENCE RESEARCH, WASHINGTON, D.C. *Two Years after the College Degree; Work and Further Study Patterns; Report on a 1960 Survey of 1958 College Graduates*. Prepared for the National Science Foundation. Washington, GPO, 1963. Pp. 335.

Deals with post-college careers of June 1958 college graduates, including their further studies, work activities, and the continuity between studies and work. Based on a mail questionnaire answered in the spring of 1960 by more than 40,000 graduates from about 1,200 degree-granting institutions.

46. CRAIG, CHRISTINE. *The Employment of Cambridge Graduates*. Cambridge, Eng., University Press, 1963. Pp. 102.

Prepared for Cambridge University Appointments Boards.

An inquiry "into the present occupation of Cambridge graduates of 1952 and 1953, the levels of responsibility and the salaries they have attained, the satisfaction they derive from their occupations, and how they have progressed to their present positions."

47. U.S. BUREAU OF FAMILY SERVICES. *Public Social Welfare Personnel, 1960*. Washington, GPO, 1963. Pp. 140.

Provides information about employment characteristics, education and experience, salaries, personnel practices for public social welfare personnel in 1960.

### Wages and Hours

48. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages and Hours—Primary Textiles Industry, 1962*. *Salaires et heures—industrie textile primaire, 1962*. Report (Rapport) No. 20. Ottawa, Queen's Printer, 1963. Pp. 14. Text in English and French.

49. GREAT BRITAIN. NATIONAL INCOMES COMMISSION. *Report on the Agreements of February-March 1963 in Electrical Contracting, in Heating, Ventilating and Domestic Engineering, and in Exhibition Contracting*. London, HMSO, 1963. Pp. 70.

50. MEIJ, JACOB LOUIS, Ed. *Internal Wage Structure*. Amsterdam, North-Holland Publishing Co., 1963. Pp. 343.

Contents: Portrait of a Pay Structure, by M. P. Fogarty. Wage-Structure and Organization-Structure, by J. L. Meij. Theory of Wage



Forms, by E. Kosiol. The Impact of Trade Unionism on International Wage-Structure, by H. M. Douty. External Influences and the Determination of the Internal Wage Structure, by George H. Hildebrand. Wage Structure and Administration in Soviet Industry, by Walter Galenson.

51. MILLONS, JOHN. *The Measurement of Employer Expenditures on Wage and Salary Supplements*. Ottawa, Economics and Research Branch, Canada Dept. of Labour, 1963. Pp. 24.

At head of title: Canadian Political Science Association. Conference on Statistics, Laval University, Quebec, June 8-9, 1963.

Tells something about development work on the measurement of employer expenditures on wage and salary supplements, a project being carried out by the Canadian Department of Labour in co-operation with the Dominion Bureau of Statistics.

### Women—Employment

52. CANADA. WOMEN'S BUREAU. *Vocational and Technical Training for Girls at High School, Post High School and Trade School Levels of Education in Canada* [Rev. ed. Ottawa, Queen's Printer, Reprinted 1963] Pp. 96.

Outlines suitable courses for girls in Arts, business and commercial education, health and hospital occupations, home economics, technician training, teacher training, certain service occupations, and training for women in the Armed Services.

53. COOPER, JOSEPH DAVID. *A Woman's Guide to Part-Time Jobs*. [1st ed.] Garden City, N.Y., Doubleday, 1963. Pp. 312.

Discusses how and where women can find part-time work; the kind of jobs best suited for women; how to develop job opportunities; how to apply for a job; how to write job resumé; how to handle employment interviews; work opportunities for the handicapped, etc.

### Youth—Employment

54. U.S. PRESIDENT'S COMMITTEE ON YOUTH EMPLOYMENT. *The Challenge of Jobless Youth; [Report and Recommendations]*. Washington, GPO] 1963. Pp. 20.

Contains 14 recommendations of a U.S. Presidential committee set up to look into the problems of unemployed youth.

55. U.S. PRESIDENT'S COMMITTEE ON YOUTH EMPLOYMENT. *Reports of Subcommittees*. June 1963. Washington, U.S. Dept. of Labor, 1963. Pp. 94.

Contains six reports: 1. Private and Public Responsibility for Developing Job Opportunities for Youth; 2. Preparing In-School Youth for Work; 3. Role of Labor, Management, and Education in Training Out-of-School Youth; 4. Counseling, Guidance, and Motivation; 5. Laws affecting Employment of Youth; and 6. Problems of Youth in Large City Slums.

### Miscellaneous

56. CONFERENCE ON RESEARCH IN STATE PROGRAM DEVELOPMENT, MIAMI BEACH, FLA., 1961. *The Development of Research in Vocational Rehabilitation; Proceedings of a Conference . . . held at . . . Miami Beach, Florida, June 8-9, 1961*. [Edited by Dean Darrel Mase, College of Health Related Services, University of Florida, Gainesville, Fla.] [Washington? U.S. Office of Vocational Rehabilitation? 1962?] Pp. 126.

Conference jointly sponsored by the College of Health Related Services, University of Florida; the U.S. Office of Vocational Rehabilitation; and the Committee on Program Development of the National Council of State Directors of Vocational Rehabilitation.

57. GREAT BRITAIN. JOINT SUBCOMMITTEE ON COMMUNICATION BETWEEN DOCTORS, NURSES AND PATIENTS. *Communication between Doctors, Nurses and Patients; an Aspect of Human Relations in the Hospital Service*, prepared by a joint subcommittee of the Standing Medical and Standing Nursing Advisory Committees for the Central Health Services Council and the Minister of Health. London, HMSO, 1963. Pp. 19.

Lord Cohen of Birkenhead, chairman.

The subcommittee looked into ways of providing hospital patients and their relatives with information on their diagnosis, prognosis, and treatment.

58. TROCLET, LEON ELI. *La sécurité sociale en Belgique. Tome 1. Problèmes généraux de la sécurité sociale*. Bruxelles, Université libre, Institut de sociologie Solvay, 1961. Pp. 399.

59. U.S. BUREAU OF LABOR STATISTICS. *Impact of Office Automation in the Internal Revenue Service; a Study of the Manpower Implications during the First Stages of the Changeover*. Washington, GPO, 1963. Pp. 74.

Describes the effect on the staff of the introduction of a large-scale electronic computer system in the Atlanta, Ga., region of the U.S. Internal Revenue Service.

60. U.S. BUREAU OF THE CENSUS. *Trends in the Income of Families and Persons in the United States: 1947 to 1960*, by Herman P. Miller. Washington, GPO, 1963. Pp. 349.

Summarizes the figures on income distribution published each year since 1947 by the [U.S.] Bureau of the Census. Includes data on the distribution of families and unrelated individuals by income levels cross-classified by various characteristics such as urban-rural residence, age, sex, color, employment status, occupation and industry of family head; size of family, number of related children, etc.

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# A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 22, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,690	575	1,905	2,455	1,135	620
Men.....	4,801	429	1,382	1,719	827	444
Women.....	1,889	146	523	736	308	176
14-19 years.....	594	58	195	187	109	45
20-24 years.....	871	92	299	275	139	66
25-44 years.....	3,014	233	866	1,132	499	284
45-64 years.....	2,000	173	496	774	350	207
65 years and over.....	211	19	49	87	38	18
Employed.....	6,223	502	1,729	2,340	1,079	573
Men.....	4,399	361	1,221	1,628	779	410
Women.....	1,824	141	508	712	300	163
Agriculture.....	570	35	109	141	274	11
Non-agriculture.....	5,653	467	1,620	2,199	805	562
Paid Workers.....	5,130	419	1,469	2,009	732	501
Men.....	3,481	289	1,002	1,358	478	354
Women.....	1,649	130	467	651	254	147
Unemployed.....	467	73	176	115	56	47
Men.....	402	68	161	91	48	34
Women.....	65	*	15	24	*	13
Persons not in the Labour Force.....	5,943	702	1,733	1,946	1,010	552
Men.....	1,471	207	412	449	256	147
Women.....	4,472	495	1,321	1,497	754	405

\* Less than 10,000.



**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
FEBRUARY 22, 1964, CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup>	12,633	1,974	3,623	1,008	3,743	933	1,352
Labour Force	6,690	594	3,467	840	922	656	211
Employed	6,223	516	3,351	721	902	634	199
Unemployed	467	78	216	119	20	22	12
Not in Labour Force	5,943	1,380	156	168	2,821	277	1,141
Participation rate <sup>(2)</sup>							
1964, February 22	53.0	30.1	95.7	83.3	24.6	70.3	15.6
January 18	53.1	30.4	95.8	83.8	24.9	70.3	15.4
Unemployment rate <sup>(3)</sup>							
1964, February 22	7.0	13.1	6.2	14.2	2.2	3.4	5.7
January 18	7.0	13.2	6.2	13.4	2.6	3.7	5.8

<sup>(1)</sup> Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

**TABLE A-3—UNEMPLOYED, WEEK ENDED FEBRUARY 22, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	February 1964	January 1964	February 1963
Total unemployed	467	466	545
On temporary layoff up to 30 days	29	38	33
Without work and seeking work	438	428	512
Seeking full-time work	423	410	495
Seeking part-time work	15	18	17
Seeking under 1 month	86	126	82
Seeking 1-3 months	213	202	256
Seeking 4-6 months	89	54	118
Seeking more than 6 months	50	46	56

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962— December...	46.6	481.5	157.1							1,692.5
1963—										
January.....	47.5	484.4	157.7							1,699.4
February....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9	156.3							1,714.1
April.....	46.7	503.2	160.7							1,764.8
May.....	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June.....	49.2	523.0	170.0							1,863.0
July.....	49.9	509.4	171.9							1,830.6
August.....	49.8	523.4	179.9	93.3	412.1	106.0	781.3	1,667.5	232.4	1,877.3
September...	50.1	532.6	172.4							1,907.5
October.....	49.7	532.2	172.6	93.2	359.4	104.2	814.2	1,717.1	235.0	1,897.9
November†..	49.2	533.5	172.1							1,883.7
December*..	48.9	526.3	166.5							1,842.0
<b>Seasonally Adjusted</b>										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962— December...	46.8	494.3	160.4							1,730.1
1963—										
January.....	48.1	499.5	164.4							1,771.4
February....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March.....	47.6	503.3*	164.8							1,777.9*
April.....	48.6	508.7	165.9							1,789.8
May.....	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June.....	48.2	508.8	164.7							1,799.8
July.....	48.8	507.4	164.0							1,800.1
August.....	48.8	514.8	171.9	86.1	339.1	103.2	779.1	1,683.6	230.4	1,832.9
September...	49.4	517.5	166.8							1,835.2
October.....	49.4	524.5	168.9	80.1	358.2	104.1	795.4	1,719.0	233.9	1,853.0
November†..	49.0	532.5	170.5							1,867.5
December*..	49.2	540.2	172.0							1,884.1

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at December 1963 employers in the principal non-agricultural industries reported a total employment of 2,995,689. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1962—						
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November*.....	128.6	197.0	84.61	118.6	200.7	88.24
December†.....	125.3	190.4	81.78	116.0	193.0	84.85

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962
				\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	131.7	145.1	122.6	74.92	75.95	72.05
Prince Edward Island.....	121.8	149.4	117.6	60.43	58.86	58.60
Nova Scotia.....	97.0	98.2	93.4	65.93	68.95	62.66
New Brunswick.....	107.0	108.6	101.9	68.98	69.32	65.39
Quebec.....	124.8	129.3	120.0	79.26	82.58	76.20
Ontario.....	128.2	130.9	123.0	84.90	87.82	81.07
Manitoba.....	113.3	115.6	105.0	76.16	78.03	74.31
Saskatchewan.....	128.1	133.1	120.8	79.09	80.73	76.69
Alberta (including Northwest Territories).....	158.9	161.9	156.0	82.86	84.77	80.61
British Columbia (including Yukon).....	120.4	122.3	113.2	87.95	91.70	85.25
<b>Canada.....</b>	<b>125.4</b>	<b>128.6</b>	<b>120.2</b>	<b>81.77</b>	<b>84.61</b>	<b>78.51</b>
<b>Urban areas</b>						
St. John's.....	145.6	152.6	142.3	62.04	63.76	58.08
Sydney.....	80.5	81.1	78.7	78.94	84.86	69.98
Halifax.....	132.8	125.3	129.7	68.91	70.80	65.49
Moncton.....	106.2	115.9	105.3	64.12	62.26	61.48
Saint John.....	117.8	109.2	114.7	67.13	69.58	63.61
Chicoutimi—Jonquiere.....	113.5	117.1	105.4	100.07	100.92	100.83
Quebec.....	121.8	128.5	120.1	69.29	73.34	65.37
Sherbrooke.....	116.8	117.2	110.0	67.94	71.44	64.34
Shawinigan.....	98.2	101.2	82.0	88.09	91.47	83.84
Three Rivers.....	118.9	122.3	112.2	74.24	79.92	70.46
Drummondville.....	90.6	92.0	83.0	64.97	68.91	64.95
Montreal.....	130.2	133.7	125.2	80.46	83.73	77.66
Ottawa—Hull.....	137.9	140.6	133.2	76.36	77.40	73.10
Kingston.....	125.3	127.0	116.9	80.66	82.01	77.05
Peterborough.....	103.6	104.1	96.2	91.54	92.83	86.75
Oshawa.....	223.9	219.5	197.2	101.87	116.27	93.66
Toronto.....	144.0	147.3	138.8	85.31	87.42	81.41
Hamilton.....	119.2	121.8	114.5	89.41	91.38	85.80
St. Catharines.....	117.4	119.4	109.0	92.69	99.16	86.61
Niagara Falls.....	91.7	97.9	95.0	86.16	84.76	83.01
Brantford.....	89.0	92.9	86.3	77.66	79.52	74.57
Guelph.....	129.9	133.4	126.7	74.29	78.20	70.83
Galt.....	126.2	126.9	116.9	71.56	75.27	67.19
Kitchener.....	146.6	148.2	133.6	70.72	78.65	72.25
Sudbury.....	123.6	124.3	128.3	97.66	94.76	94.87
Timmins.....	86.7	87.3	88.3	74.04	75.32	73.03
London.....	141.4	145.9	134.2	75.57	79.65	73.73
Sarnia.....	133.1	137.1	126.9	104.14	109.15	102.62
Windsor.....	82.0	82.8	73.9	97.57	101.73	87.39
Sault Ste Marie.....	151.4	153.6	139.3	107.13	108.20	101.44
Fort William—Port Arthur.....	109.1	113.7	103.1	81.52	85.85	80.02
Winnipeg.....	115.1	117.0	109.6	72.73	74.73	70.98
Regina.....	151.6	152.7	141.2	77.36	79.13	75.79
Saskatoon.....	143.3	148.3	133.8	73.16	73.83	71.21
Edmonton.....	206.2	209.2	200.7	76.28	78.40	74.21
Calgary.....	180.9	182.7	175.9	82.35	83.80	79.28
Vancouver.....	121.4	122.3	114.3	87.60	90.38	84.71
Victoria.....	125.5	124.7	119.3	80.48	81.45	79.04



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls, DBS*

NOTE: Information for the other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962
<b>Mining</b> .....	<b>112.2</b>	<b>113.7</b>	<b>112.5</b>	<b>\$ 101.40</b>	<b>\$ 101.15</b>	<b>\$ 96.17</b>
Metal mining.....	124.3	125.5	125.1	102.64	103.64	97.52
Gold.....	64.3	64.9	66.5	83.89	81.74	79.98
Other metal.....	180.0	181.9	179.5	108.87	109.91	103.56
Fuels.....	85.5	81.1	87.1	107.21	110.14	98.95
Coal.....	39.6	40.1	39.7	76.06	86.31	60.75
Oil and natural gas.....	271.4	262.9	280.9	125.66	121.87	121.04
Non-metal.....	136.5	147.4	130.5	85.53	96.01	84.87
<b>Manufacturing</b> .....	<b>116.0</b>	<b>118.6</b>	<b>110.9</b>	<b>81.85</b>	<b>88.21</b>	<b>80.71</b>
Durable goods.....	122.9	124.2	116.3	91.25	95.97	86.32
Non-durable goods.....	110.3	113.8	106.3	78.88	81.18	75.57
Food and beverages.....	108.0	117.3	106.6	76.05	76.16	73.08
Meat products.....	131.1	137.6	130.4	83.76	84.76	81.12
Canned and preserved fruits and vegetables.....	84.3	120.8	81.4	61.75	60.46	61.94
Grain mill products.....	93.6	96.1	93.3	84.72	87.08	79.14
Bread and other bakery products.....	110.7	113.1	112.2	74.42	73.13	70.45
Distilled and malt liquors.....	93.1	97.6	92.4	107.48	106.92	104.62
Tobacco and tobacco products.....	99.5	101.4	92.4	77.31	82.57	77.58
Rubber products.....	112.5	113.6	107.1	84.33	90.73	83.56
Leather products.....	87.9	89.1	87.2	53.42	59.77	50.36
Boots and shoes (except rubber).....	92.8	93.7	93.6	50.59	57.37	46.64
Other leather products.....	78.8	80.8	75.7	59.49	64.84	58.68
Textile products (except clothing).....	87.6	88.2	82.1	66.44	70.95	62.40
Cotton yarn and broad woven goods.....	76.4	76.4	73.3	63.24	69.21	57.72
Woollen goods.....	66.0	66.6	62.5	59.69	64.32	57.18
Synthetic textiles and silk.....	103.7	103.2	93.9	74.91	77.83	72.06
Clothing (textile and fur).....	94.7	97.2	88.3	48.16	54.04	45.52
Men's clothing.....	99.7	102.5	93.7	47.79	53.24	44.52
Women's clothing.....	102.0	103.9	93.3	47.16	53.46	44.86
Knit goods.....	73.9	76.5	68.5	49.05	55.53	45.81
Wood products.....	111.0	112.5	103.0	69.82	76.08	67.93
Saw and planing mills.....	114.0	113.9	103.5	72.46	78.52	70.87
Furniture.....	121.1	125.7	116.0	66.30	73.48	63.91
Other wood products.....	76.3	79.3	74.6	60.58	66.16	59.60
Paper products.....	128.3	128.1	125.2	101.54	103.13	96.36
Pulp and paper mills.....	129.1	127.5	125.7	112.25	111.66	106.32
Other paper products.....	126.6	129.4	124.1	75.34	82.97	72.18
Printing, publishing and allied industries.....	125.8	127.5	124.2	93.01	95.23	88.09
Iron and steel products.....	113.9	115.0	109.4	94.53	93.79	89.68
Agricultural implements.....	68.9	68.2	68.5	96.79	103.71	89.50
Fabricated and structural steel.....	142.4	145.0	150.4	97.40	101.12	90.23
Hardware and tools.....	118.3	119.8	111.1	82.89	86.19	78.58
Heating and cooking appliances.....	100.2	106.3	101.1	82.29	87.42	78.47
Iron castings.....	102.7	102.5	92.8	86.15	84.62	82.36
Machinery, industrial.....	135.1	135.8	129.5	91.56	95.90	86.35
Primary iron and steel.....	132.8	132.4	123.3	111.88	111.77	107.70
Sheet metal products.....	113.0	117.6	108.8	87.90	94.99	83.69
Wire and wire products.....	120.3	120.2	112.3	95.84	99.74	89.34
Transportation equipment.....	122.9	122.5	113.0	101.91	109.53	92.11
Aircraft and parts.....	245.7	241.8	231.9	102.47	106.96	94.37
Motor vehicles.....	140.8	138.9	120.2	123.33	135.39	107.30
Motor vehicle parts and accessories.....	147.0	143.3	122.1	97.34	105.99	85.27
Railroad and rolling stock equipment.....	56.0	56.7	55.3	89.16	90.08	87.78
Shipbuilding and repairing.....	134.7	140.5	141.5	83.10	93.70	79.72
Non-ferrous metal products.....	126.7	127.8	121.1	98.43	93.67	96.09
Aluminum products.....	142.3	145.7	136.4	92.08	95.16	86.87
Brass and copper products.....	110.9	110.8	102.2	90.21	95.57	86.74
Smelting and refining.....	136.0	136.7	132.2	112.28	107.76	110.69
Electrical apparatus and supplies.....	156.3	158.2	150.1	89.84	92.03	86.21
Heavy electrical machinery.....	116.6	116.3	113.6	97.76	97.94	91.75
Telecommunication equipment.....	283.5	287.0	273.4	86.42	89.07	83.87
Non-metallic mineral products.....	144.5	153.3	142.6	88.33	93.67	85.03
Clay products.....	83.3	88.2	84.5	77.13	82.43	78.65
Glass and glass products.....	170.2	170.3	169.5	89.35	91.20	85.55
Products of petroleum and coal.....	137.5	138.3	135.6	130.60	129.21	125.90
Petroleum refining and products.....	140.5	141.0	138.4	131.54	130.20	126.37
Chemical products.....	134.1	135.7	127.8	102.71	102.33	99.75
Medicinal and pharmaceutical preparations.....	124.5	125.7	121.8	91.06	91.94	86.43
Acids, alkalis and salts.....	152.6	156.6	143.1	117.29	114.31	114.65
Other chemical products.....	132.0	133.2	125.8	101.37	101.35	99.10
Miscellaneous manufacturing industries.....	153.6	162.0	144.1	74.48	76.65	70.83
<b>Construction</b> .....	<b>112.7</b>	<b>131.1</b>	<b>103.7</b>	<b>79.99</b>	<b>91.47</b>	<b>77.09</b>
Building and general engineering.....	111.0	130.9	105.8	82.49	98.81	78.59
Highways, bridges and streets.....	115.7	131.4	113.4	76.04	79.42	74.78
<b>Electric and motor transportation</b> .....	<b>145.8</b>	<b>148.4</b>	<b>139.4</b>	<b>87.29</b>	<b>89.44</b>	<b>84.16</b>
<b>Service</b> .....	<b>166.2</b>	<b>169.7</b>	<b>153.2</b>	<b>59.17</b>	<b>59.44</b>	<b>57.81</b>
Hotels and restaurants.....	143.9	145.4	131.4	45.69	45.64	43.95
Laundries and dry cleaning plants.....	138.8	140.8	131.9	51.50	52.57	49.00
<b>Industrial composite</b> .....	<b>125.4</b>	<b>123.6</b>	<b>120.2</b>	<b>81.77</b>	<b>81.61</b>	<b>78.51</b>

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962
				\$	\$	\$
Newfoundland.....	36.1	38.3	36.6	2.10	1.75	2.06
Nova Scotia.....	36.2	40.8	37.2	1.78	1.70	1.68
New Brunswick.....	38.5	41.8	37.4	1.82	1.68	1.72
Quebec.....	38.3	42.1	37.3	1.81	1.77	1.74
Ontario.....	38.6	41.8	37.6	2.11	2.08	2.02
Manitoba.....	37.9	40.3	37.8	1.84	1.81	1.81
Saskatchewan.....	37.8	38.1	37.7	2.21	1.98	2.17
Alberta (includes Northwest Territories)	38.8	39.9	38.6	2.05	2.04	2.04
British Columbia (includes Yukon Territory).....	35.6	38.4	35.7	2.44	2.42	2.35

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962—December.....	37.3	1.94	72.34	173.3	131.3
1963—January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November*.....	41.5	1.98	81.91	196.2	146.2
December†.....	38.1	2.01	76.77	183.9	137.1

NOTE:-- The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.



**TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings, DBS*

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962
<b>Mining</b> .....	<b>40.2</b>	<b>42.6</b>	<b>38.8</b>	<b>\$ 2.28</b>	<b>\$ 2.25</b>	<b>\$ 2.24</b>	<b>\$ 91.72</b>	<b>\$ 95.91</b>	<b>\$ 86.85</b>
Metal mining.....	41.0	41.9	39.8	2.35	2.33	2.29	96.38	97.76	91.15
Gold.....	41.5	42.7	40.8	1.86	1.84	1.80	77.07	78.62	73.36
Other metal.....	40.8	41.6	39.5	2.53	2.51	2.48	103.20	104.52	97.81
Fuels.....	40.1	43.7	35.7	2.16	2.13	2.22	86.81	93.07	79.24
Coal.....	39.2	44.9	30.1	1.87	1.90	1.84	73.46	85.36	55.57
Oil and natural gas.....	41.5	41.8	43.0	2.57	2.52	2.57	106.58	105.29	110.57
Non-metal.....	37.2	44.3	38.4	2.10	2.07	2.03	77.96	91.91	78.10
<b>Manufacturing</b> .....	<b>38.1</b>	<b>41.5</b>	<b>37.3</b>	<b>2.01</b>	<b>1.98</b>	<b>1.94</b>	<b>76.77</b>	<b>81.91</b>	<b>72.34</b>
Durable goods.....	38.9	42.2	37.9	2.16	2.15	2.08	84.03	90.87	78.62
Non-durable goods.....	37.4	40.7	36.8	1.86	1.80	1.80	69.63	73.31	66.24
Food and beverages.....	37.8	40.3	37.5	1.78	1.71	1.71	67.31	69.05	64.19
Meat products.....	38.7	40.4	38.9	2.01	1.97	1.96	77.88	79.63	76.11
Canned and preserved fruits and vegetables.....	32.1	39.9	34.5	1.48	1.33	1.39	47.34	52.98	47.81
Grain mill products.....	41.4	43.4	38.0	1.91	1.91	1.82	79.19	83.15	68.99
Bread and other bakery products.....	41.0	41.1	40.8	1.68	1.65	1.57	68.63	67.72	64.27
Distilled liquors.....	40.1	41.0	40.1	2.28	2.23	2.24	91.67	91.43	89.89
Malt liquors.....	38.8	39.1	39.2	2.50	2.50	2.41	96.86	97.82	94.44
Tobacco and tobacco products.....	33.3	39.1	37.3	2.08	1.95	1.92	69.25	76.25	71.49
Rubber products.....	37.8	42.3	38.5	2.01	2.01	1.97	75.89	84.98	75.84
Leather products.....	35.4	41.0	34.0	1.35	1.35	1.31	47.85	55.16	44.50
Boots and shoes (except rubber).....	34.7	40.5	32.9	1.30	1.30	1.25	45.05	52.83	40.93
Other leather products.....	37.0	41.9	36.7	1.46	1.44	1.43	53.99	60.19	52.63
Textile products (except clothing).....	39.1	43.2	37.7	1.51	1.50	1.45	59.08	61.76	54.66
Cotton yarn and broad woven goods.....	38.4	43.2	35.6	1.53	1.53	1.47	58.81	65.99	52.15
Woolen goods.....	38.6	42.8	38.3	1.38	1.37	1.33	53.17	58.73	50.89
Synthetic textiles and silk.....	40.5	43.7	40.5	1.64	1.61	1.57	66.31	70.20	63.65
Clothing (textile and fur).....	33.0	38.5	32.2	1.28	1.27	1.22	42.23	48.87	39.39
Men's clothing.....	33.5	38.4	32.0	1.28	1.27	1.22	42.96	48.91	38.96
Women's clothing.....	30.2	35.8	29.4	1.35	1.34	1.30	40.74	48.03	38.10
Knit goods.....	36.0	42.2	35.0	1.20	1.20	1.15	43.13	50.64	40.16
*Wood products.....	37.2	41.8	37.4	1.76	1.75	1.70	65.32	73.07	63.46
Saw and planing mills.....	36.7	40.8	37.2	1.87	1.87	1.82	68.75	76.32	67.62
Furniture.....	38.2	43.9	37.7	1.60	1.58	1.52	61.10	69.40	57.51
Other wood products.....	37.9	43.2	38.3	1.41	1.41	1.38	53.23	60.99	52.98
Paper products.....	39.4	42.0	38.7	2.42	2.32	2.32	95.47	97.49	89.75
Pulp and paper mills.....	40.7	42.1	39.8	2.62	2.51	2.51	106.62	105.85	99.84
Other paper products.....	36.0	41.6	36.0	1.81	1.82	1.74	65.01	75.63	62.51
Printing, publishing and allied industries.....	37.5	39.1	36.5	2.41	2.42	2.32	90.61	94.76	84.75
*Iron and steel products.....	38.7	41.5	37.6	2.27	2.26	2.19	87.91	93.87	82.47
Agricultural implements.....	37.1	41.0	34.7	2.35	2.35	2.25	87.34	95.43	77.91
Fabricated and structural steel.....	39.4	42.3	37.3	2.20	2.19	2.11	86.83	92.76	78.84
Hardware and tools.....	40.4	42.5	38.9	1.89	1.88	1.81	76.09	80.10	70.53
Heating and cooking appliances.....	36.1	41.5	36.1	1.92	1.94	1.84	69.28	80.43	66.38
Iron castings.....	36.9	42.0	36.8	2.17	2.17	2.07	80.01	91.14	76.26
Machinery, industrial.....	39.3	42.6	38.3	2.13	2.13	2.04	83.86	90.53	77.94
Primary iron and steel.....	40.3	40.3	39.1	2.68	2.67	2.63	107.93	107.69	102.77
Sheet metal products.....	36.9	40.6	36.3	2.15	2.16	2.05	79.32	87.58	74.52
Wire and wire products.....	41.1	43.3	37.6	2.20	2.21	2.18	90.33	95.55	81.91
*Transportation equipment.....	39.9	43.9	37.9	2.37	2.40	2.23	94.52	105.50	84.66
Aircraft and parts.....	40.2	42.5	38.0	2.28	2.30	2.17	91.52	97.91	82.28
Motor vehicles.....	42.2	48.5	39.2	2.67	2.73	2.50	112.59	132.49	97.83
Motor vehicle parts and accessories.....	39.7	44.0	36.0	2.31	2.35	2.16	91.73	103.25	77.56
Railroad and rolling stock equipment.....	40.1	40.3	40.5	2.19	2.19	2.12	87.74	88.36	85.77
Shipbuilding and repairing.....	35.6	40.9	35.1	2.24	2.26	2.17	79.70	92.55	76.25
*Non-ferrous metal products.....	39.8	41.2	39.5	2.31	2.22	2.28	91.95	92.02	90.04
Aluminum products.....	39.4	42.0	37.1	2.02	2.01	1.95	79.34	84.52	72.27
Brass and copper products.....	39.5	42.6	38.6	2.13	2.16	2.06	84.29	92.08	79.49
Smelting and refining.....	40.7	40.2	40.5	2.61	2.50	2.60	106.19	100.45	105.57
*Electrical apparatus and supplies.....	38.9	41.2	37.3	1.96	1.96	1.91	76.41	80.87	71.12
Heavy electrical machinery and equipment.....	39.6	41.5	37.7	2.20	2.22	2.12	87.28	92.06	79.80
Telecommunication equipment.....	38.3	40.3	36.6	1.76	1.76	1.72	67.34	70.81	63.02
Refrigerators, vacuum cleaners and appliances.....	37.7	40.9	38.6	2.03	2.00	2.01	76.67	81.88	77.60
Wire and cable.....	38.7	42.5	38.3	2.18	2.20	2.11	84.56	93.46	80.70
Miscellaneous electrical products.....	39.2	41.5	36.4	1.87	1.87	1.80	73.15	77.42	65.39
*Non-metallic mineral products.....	39.2	43.8	39.2	2.04	2.02	1.97	79.79	88.21	77.28
Clay products.....	38.4	42.8	40.8	1.79	1.80	1.76	68.75	76.79	71.83
Glass and glass products.....	40.1	42.1	40.0	2.07	2.06	1.97	83.06	86.57	73.93
Products of petroleum and coal.....	41.8	42.0	41.7	2.84	2.76	2.82	118.67	116.22	117.37
Chemical products.....	40.2	40.8	40.1	2.23	2.20	2.16	89.88	89.79	86.69
Medicinal and pharmaceutical preparations.....	38.8	40.2	38.8	1.72	1.72	1.64	66.54	69.01	63.65
Acids, alkalis and salts.....	40.6	40.4	40.1	2.62	2.54	2.57	106.31	102.67	102.90
Miscellaneous manufacturing industries.....	38.4	41.7	37.9	1.63	1.60	1.57	62.78	66.58	59.66
Professional and scientific equipment.....	39.0	41.3	38.5	2.00	2.00	1.90	77.96	82.82	73.07
<b>Construction</b> .....	<b>33.2</b>	<b>40.8</b>	<b>33.1</b>	<b>2.17</b>	<b>2.16</b>	<b>2.09</b>	<b>72.10</b>	<b>88.34</b>	<b>69.25</b>
Building and general engineering.....	31.1	40.8	30.7	2.40	2.36	2.30	74.45	96.07	70.60
Highways, bridges and streets.....	37.4	41.0	37.3	1.81	1.79	1.79	67.63	73.21	66.80
<b>Electric and motor transportation</b> .....	<b>42.3</b>	<b>44.1</b>	<b>42.1</b>	<b>2.05</b>	<b>2.04</b>	<b>2.01</b>	<b>86.85</b>	<b>89.73</b>	<b>84.47</b>
<b>Service</b> .....	<b>36.5</b>	<b>37.3</b>	<b>37.0</b>	<b>1.18</b>	<b>1.18</b>	<b>1.13</b>	<b>43.11</b>	<b>43.81</b>	<b>41.71</b>
Hotels and restaurants.....	36.6	36.7	37.4	1.15	1.15	1.09	42.26	42.20	40.75
Laundries and dry cleaning plants.....	37.4	39.9	37.3	1.10	1.10	1.06	41.27	44.02	39.73

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
February, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
February, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
February, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
February, 1962.....	12,308	13,073	25,381	585,555	161,992	747,547
February, 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March, 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April, 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May, 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June, 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July, 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August, 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September, 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October, 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November, 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December, 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January, 1964 <sup>(1)</sup> .....	19,737	15,658	35,395	498,726	153,661	652,387
February, 1964 <sup>(1)</sup> .....	18,323	17,154	35,477	508,125	154,378	662,503

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, JANUARY, 1963-JANUARY, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effectuated	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	433,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January <sup>(1)</sup> .....	291,457	106,586	61,876	34,850	49,017	24,454

<sup>(1)</sup> Preliminary—Subject to revision.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING JANUARY, 1964<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from January 1963
<b>Agriculture, Fishing, Trapping</b> .....	<b>625</b>	<b>55</b>	<b>680</b>	<b>-1,540</b>
<b>Forestry</b> .....	<b>1,848</b>	<b>14</b>	<b>1,862</b>	<b>- 503</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>475</b>	<b>63</b>	<b>538</b>	<b>- 159</b>
Metal Mining.....	264	11	275	- 37
Fuels.....	105	25	130	- 75
Non-Metal Mining.....	13	3	16	- 51
Quarrying, Clay and Sand Pits.....	28	3	31	- 10
Prospecting.....	65	21	86	+ 14
<b>Manufacturing</b> .....	<b>12,549</b>	<b>7,560</b>	<b>20,109</b>	<b>+ 87</b>
Foods and Beverages.....	908	978	1,886	- 49
Tobacco and Tobacco Products.....	17	44	61	- 106
Rubber Products.....	133	117	250	+ 91
Leather Products.....	187	326	513	- 103
Textile Products (except clothing).....	524	339	863	- 71
Clothing (textile and fur).....	488	2,400	2,888	- 798
Wood Products.....	1,715	264	1,979	- 106
Paper Products.....	914	274	1,188	+ 405
Printing, Publishing and Allied Industries.....	411	446	857	+ 113
Iron and Steel Products.....	2,543	446	2,989	+ 176
Transportation Equipment.....	2,571	283	2,854	+ 214
Non-Ferrous Metal Products.....	461	239	700	+ 126
Electrical Apparatus and Supplies.....	443	667	1,110	+ 63
Non-Metallic Mineral Products.....	423	102	525	+ 74
Products of Petroleum and Coal.....	33	9	42	+ 11
Chemical Products.....	414	246	660	+ 18
Miscellaneous Manufacturing Industries.....	364	380	744	+ 29
<b>Construction</b> .....	<b>7,695</b>	<b>185</b>	<b>7,880</b>	<b>+1,021</b>
General Contractors.....	4,948	92	5,040	+ 654
Special Trade Contractors.....	2,747	93	2,840	+ 367
<b>Transportation, Storage and Communication</b> .....	<b>4,724</b>	<b>303</b>	<b>5,027</b>	<b>- 376</b>
Transportation.....	4,351	145	4,496	- 428
Storage.....	302	37	339	+ 56
Communication.....	71	121	192	- 4
<b>Public Utility Operation</b> .....	<b>149</b>	<b>51</b>	<b>200</b>	<b>- 92</b>
<b>Trade</b> .....	<b>6,719</b>	<b>3,391</b>	<b>10,110</b>	<b>+ 569</b>
Wholesale.....	2,677	1,071	3,748	+ 507
Retail.....	4,042	2,320	6,362	+ 62
<b>Finance, Insurance and Real Estate</b> .....	<b>514</b>	<b>1,086</b>	<b>1,600</b>	<b>+ 108</b>
<b>Service</b> .....	<b>13,719</b>	<b>11,746</b>	<b>25,465</b>	<b>- 430</b>
Community or Public Service.....	509	1,201	1,710	- 392
Government Service.....	9,100	1,243	10,343	+1,081
Recreation Service.....	265	142	407	- 62
Business Service.....	746	677	1,423	- 748
Personal Service.....	3,099	8,483	11,582	- 309
<b>GRAND TOTAL</b> .....	<b>49,017</b>	<b>24,454</b>	<b>73,471</b>	<b>-1,315</b>

<sup>(1)</sup>Preliminary—subject to revision.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX  
AS AT JANUARY 31, 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	9,924	2,000	11,924
Clerical Workers.....	22,003	46,644	68,647
Sales Workers.....	9,970	18,776	28,746
Personal and Domestic Service Workers.....	43,210	32,651	75,861
Seamen.....	4,822	92	4,914
Agriculture, Fishing, Forestry (Ex. log.).....	9,767	971	10,738
Skilled and semi-skilled Workers.....	218,240	19,352	237,592
Food and kindred products (incl. tobacco).....	2,032	687	2,719
Textiles, clothing, etc.....	2,879	11,546	14,425
Lumber and lumber products.....	25,342	162	25,504
Pulp, paper (incl. printing).....	1,549	503	2,052
Leather and leather products.....	1,257	974	2,231
Stone, clay and glass products.....	826	42	868
Metalworking.....	15,885	975	16,860
Electrical.....	3,218	1,152	4,370
Transportation equipment.....	595	23	618
Mining.....	2,086		2,086
Construction.....	68,583	7	68,590
Transportation (except seamen).....	42,331	94	42,425
Communications and public utility.....	1,133	4	1,137
Trade and service.....	6,920	1,937	8,857
Other skilled and semi-skilled.....	29,538	888	30,426
Foremen.....	5,281	338	5,619
Apprentices.....	8,785	20	8,805
Unskilled Workers.....	180,790	33,175	213,965
Food and tobacco.....	8,186	11,389	19,575
Lumber and lumber products.....	18,226	458	18,684
Metalworking.....	5,904	641	6,545
Construction.....	98,360	3	98,363
Other unskilled workers.....	50,114	20,684	70,798
<b>GRAND TOTAL.....</b>	<b>498,726</b>	<b>153,661</b>	<b>652,387</b>

(1) Preliminary—subject to revision.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT JANUARY 31, 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) Jan. 31, 1964	Previous Year Jan. 31, 1963		(a) Jan. 31, 1964	Previous Year Jan. 31, 1963
<b>Newfoundland</b> .....	<b>30,417</b>	<b>29,739</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	5,787	6,627	Sherbrooke.....	5,483	6,469
Grand Falls.....	2,794	3,438	Sorel.....	2,412	2,631
St. John's.....	21,836	19,674	Thetford Mines.....	2,383	2,470
<b>Prince Edward Island</b> .....	<b>5,596</b>	<b>6,170</b>	Trois-Rivières.....	6,187	7,047
Charlottetown.....	3,516	3,893	Val d'Or.....	2,016	1,909
Summerside.....	2,080	2,277	Valleyfield.....	2,456	3,085
<b>Nova Scotia</b> .....	<b>33,474</b>	<b>35,106</b>	Victoriaville.....	2,663	2,531
Amherst.....	1,499	1,303	Ville St. Georges.....	3,230	3,452
Bridgewater.....	2,104	2,105	<b>Ontario</b> .....	<b>191,338</b>	<b>220,886</b>
Halifax.....	6,740	7,542	Arnprior.....	505	528
Inverness.....	1,285	1,349	Barrie.....	1,583	1,747
Kentville.....	3,325	3,325	Belleville.....	2,169	2,553
Liverpool.....	777	799	Bracebridge.....	1,464	1,661
New Glasgow.....	4,459	4,874	Brampton.....	1,960	1,673
Springhill.....	996	1,128	Brantford.....	2,490	3,314
Sydney.....	4,708	5,126	Brockville.....	749	867
Sydney Mines.....	1,894	2,047	Carleton Place.....	499	589
Truro.....	2,163	2,063	Chatham.....	2,444	2,984
Yarmouth.....	3,524	3,445	Cobourg.....	1,000	1,020
<b>New Brunswick</b> .....	<b>31,367</b>	<b>34,634</b>	Collingwood.....	947	1,095
Bathurst.....	6,193	6,128	Cornwall.....	3,487	3,694
Campbellton.....	2,667	2,744	Elliot Lake.....	462	505
Edmundston.....	2,252	2,580	Fort Erie.....	822	909
Fredericton.....	1,645	2,495	Fort Frances.....	828	801
Minto.....	382	473	Fort William.....	2,874	3,324
Moncton <sup>(2)</sup> .....	8,336	9,385	Galt.....	1,039	1,475
Newcastle.....	2,565	3,422	Gananoque.....	448	450
Saint John.....	3,123	3,097	Goderich.....	773	891
St. Stephen.....	2,108	1,695	Guelph.....	1,511	1,967
Sussex.....	556	638	Hamilton.....	13,876	15,106
Woodstock.....	1,540	1,977	Hawkesbury.....	1,152	1,279
<b>Quebec</b> .....	<b>204,411</b>	<b>233,704</b>	Kapuskasing.....	473	1,079
Alma.....	2,613	3,239	Kenora.....	1,027	1,360
Asbestos.....	1,005	945	Kingston.....	2,496	2,677
Baie Comeau.....	1,261	1,656	Kirkland Lake.....	856	1,173
Beauharnois.....	1,527	1,648	Kitchener.....	2,439	3,520
Buckingham.....	1,191	1,523	Leamington.....	1,205	1,322
Causapscal.....	2,694	2,973	Lindsay.....	852	914
Chandler.....	2,567	2,705	Listowel.....	486	552
Chicoutimi.....	2,429	3,182	London.....	5,639	6,352
Cowansville.....	510	526	Long Branch.....	3,932	4,054
Dolbeau.....	1,471	1,818	Midland.....	1,383	1,667
Drummondville.....	2,665	3,029	Napanee.....	832	1,033
Farnham.....	673	715	New Liskeard.....	573	633
Forestville.....	1,405	1,547	Newmarket.....	1,649	1,809
Gaspé.....	2,133	2,502	Niagara Falls.....	3,177	3,468
Granby.....	2,504	3,027	North Bay.....	2,213	2,475
Hull.....	5,056	5,554	Oakville.....	1,013	1,017
Joliette.....	4,584	5,391	Orillia.....	1,207	1,349
Jonquière.....	2,952	3,700	Oshawa.....	5,084	5,257
Lachute.....	998	1,379	Ottawa.....	8,322	9,606
Lac-Mégantic.....	1,315	1,601	Owen Sound.....	1,872	2,503
La Malbaie.....	2,851	3,032	Parry Sound.....	681	828
La Tuque.....	866	1,157	Pembroke.....	1,918	2,385
Lévis.....	5,222	4,683	Perth.....	756	737
Louiseville.....	1,319	1,508	Peterborough.....	3,153	3,808
Magog.....	796	967	Picton.....	589	668
Maniwaki.....	843	962	Port Arthur.....	3,655	4,768
Matane.....	2,992	4,282	Port Colborne.....	1,107	1,395
Mont-Laurier.....	1,029	1,176	Prescott.....	946	1,068
Montmagny.....	2,503	2,492	Renfrew.....	599	767
Montréal.....	64,978	75,791	St. Catharines.....	4,271	5,325
New Richmond.....	2,480	2,341	St. Thomas.....	994	1,514
Port Alfred.....	1,164	1,752	Sarnia.....	3,046	3,001
Québec.....	15,868	16,011	Sault Ste. Marie.....	2,827	3,446
Rimouski.....	4,264	5,367	Simcoe.....	1,698	2,250
Rivière du Loup.....	5,488	6,617	Smiths Falls.....	705	719
Roberval.....	1,418	1,790	Stratford.....	756	1043
Rouyn.....	2,590	2,894	Sturgeon Falls.....	1,078	1,195
Ste. Agathe des Monts.....	1,255	1,397	Sudbury.....	4,879	6,081
Ste. Anne de Bellevue.....	1,421	1,441	Tillsonburg.....	557	748
Ste. Thérèse.....	2,757	3,187	Timmins.....	1,978	2,211
St. Hyacinthe.....	2,139	2,507	Toronto.....	48,571	54,528
St. Jean.....	2,388	3,067	Trenton.....	994	1,116
St. Jérôme.....	2,371	2,339	Walkerton.....	1,047	1,117
Sept-Îles.....	2,319	3,042	Wallaceburg.....	707	861
Shawinigan.....	4,737	5,648	Welland.....	2,175	2,648
			Weston.....	3,938	4,486
			Windsor.....	7,012	9,126
			Woodstock.....	889	995

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT JANUARY 31, 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Jan. 31, 1964	Previous Year Jan. 31, 1963		(1) Jan. 31, 1964	Previous Year Jan. 31, 1963
<b>Manitoba</b> .....	<b>29,086</b>	<b>36,661</b>	<b>British Columbia</b> .....	<b>69,113</b>	<b>78,040</b>
Brandon.....	2,686	3,188	Chilliwack.....	2,341	2,472
Dauphin.....	1,956	2,241	Courtenay.....	1,614	1,546
Flin Flon.....	193	245	Cranbrook.....	1,176	1,390
Portage la Prairie.....	1,283	1,621	Dawson Creek.....	1,407	1,458
The Pas.....	504	585	Duncan.....	1,151	910
Winnipeg.....	22,464	28,784	Kamloops.....	1,787	1,813
<b>Saskatchewan</b> .....	<b>21,794</b>	<b>27,248</b>	Kelowna.....	1,712	1,851
Estevan.....	475	578	Mission City.....	1,499	1,640
Lloydminster.....	500	644	Nanaimo.....	1,625	1,316
Moose Jaw.....	1,623	2,075	Nelson.....	937	1,203
North Battleford.....	1,464	1,720	New Westminster.....	9,696	11,040
Prince Albert.....	2,892	3,511	Penticton.....	2,275	2,207
Regina.....	5,259	6,631	Port Alberni.....	961	811
Saskatoon.....	5,011	6,459	Prince George.....	1,656	1,990
Swift Current.....	1,077	1,338	Prince Rupert.....	1,805	1,923
Weyburn.....	503	626	Quesnel.....	797	977
Yorkton.....	2,990	3,666	Trail.....	1,145	1,315
<b>Alberta</b> .....	<b>35,761</b>	<b>40,894</b>	Vancouver.....	28,211	33,664
Blairmore.....	450	650	Vernon.....	2,159	2,422
Calgary.....	10,546	13,051	Victoria.....	4,551	4,596
Drumheller.....	653	734	Whitehorse.....	608	701
Edmonton.....	16,621	17,279	<b>CANADA</b> .....	<b>652,387</b>	<b>743,085</b>
Edson.....	344	472			
Grande Prairie.....	1,024	1,041	Males.....	498,726	579,205
Lethbridge.....	3,138	3,816			
Medicine Hat.....	1,439	1,970	Females.....	153,661	163,880
Red Deer.....	1,546	1,881			

(1) Preliminary subject to revision.

(2) Includes 1,535 registrations reported by the Magdalen Islands local office.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1963—November.....	4,179,000	3,875,600	303,400
October.....	4,120,000	3,901,100	218,900
September.....	4,114,000	3,927,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000
November.....	4,110,000	3,735,800	374,200

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
DECEMBER 31, 1963**

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Nov. 29, 1963	Dec. 31, 1962
Canada.....	532,331	347,124	124,958	39,775	20,474	303,353	591,965
Male.....	415,106	287,439	92,852	22,638	12,177	216,940	464,007
Female.....	117,225	59,685	32,106	17,137	8,297	86,413	127,958
Newfoundland.....	28,396	22,602	3,997	1,186	611	12,169	32,985
Male.....	26,614	21,732	3,554	933	395	10,707	30,859
Female.....	1,782	870	443	253	216	1,462	2,126
Prince Edward Island.....	5,589	4,673	683	168	65	1,858	6,013
Male.....	4,617	3,953	520	100	44	1,378	5,024
Female.....	972	720	163	68	21	480	989
Nova Scotia.....	28,894	19,252	6,448	2,024	1,170	14,340	30,896
Male.....	24,815	17,383	5,281	1,362	789	11,219	26,496
Female.....	4,079	1,869	1,167	662	381	3,121	4,400
New Brunswick.....	26,790	18,350	6,103	1,500	837	13,540	31,024
Male.....	21,350	15,440	4,341	979	590	9,995	25,661
Female.....	5,440	2,910	1,762	521	247	3,545	5,363
Quebec.....	166,217	109,171	38,467	12,475	6,104	91,277	179,327
Male.....	130,864	90,578	29,238	7,472	3,576	65,987	141,076
Female.....	35,353	18,593	9,229	5,003	2,528	25,290	38,251
Ontario.....	152,621	95,781	36,491	12,763	7,586	89,677	167,299
Male.....	109,606	73,195	25,364	6,663	4,384	58,904	121,810
Female.....	43,015	22,586	11,127	6,100	3,202	30,773	45,489
Manitoba.....	21,635	13,697	5,668	1,436	834	12,266	28,844
Male.....	17,204	11,643	4,204	770	587	9,065	22,637
Female.....	4,431	2,054	1,464	666	247	3,201	6,207
Saskatoon.....	16,561	12,124	3,209	940	288	8,116	20,046
Male.....	13,592	10,548	2,468	429	147	6,032	16,555
Female.....	2,969	1,576	741	511	141	2,084	3,491
Alberta.....	28,275	16,118	8,655	2,508	994	21,182	29,237
Male.....	22,573	14,093	6,642	1,245	593	15,420	23,191
Female.....	5,702	2,025	2,013	1,263	401	5,762	6,046
British Columbia.....	57,353	35,356	15,237	4,775	1,985	38,928	66,294
Male.....	43,871	28,874	11,240	2,685	1,072	28,233	50,698
Female.....	13,482	6,482	3,997	2,090	913	10,695	15,596

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, DECEMBER, 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	20,485	18,694	1,791	18,429	16,414	2,015	5,827
Prince Edward Island.....	4,134	3,728	406	3,999	3,661	338	1,011
Nova Scotia.....	18,715	15,014	3,701	15,653	13,693	1,960	6,612
New Brunswick.....	17,427	14,656	2,771	14,976	13,099	1,877	5,550
Quebec.....	110,409	82,141	28,268	88,101	74,500	13,601	46,685
Ontario.....	100,348	70,882	29,466	84,965	71,244	13,721	36,306
Manitoba.....	13,575	10,679	2,896	13,033	10,912	2,121	3,606
Saskatchewan.....	11,507	9,228	2,279	10,264	8,493	1,771	4,438
Alberta.....	14,949	11,192	3,757	14,937	12,106	2,831	4,848
British Columbia (incl. Yukon Territory)	33,757	25,667	8,090	32,470	26,664	5,806	11,203
Total, Canada, December 1963...	345,306	261,881	83,425	296,827	250,786	46,041	126,086
Total, Canada, November 1963...	189,375	132,612	56,763	153,289	111,112	42,177	77,607
Total, Canada, December 1962...	323,844	241,050	82,794	292,071	246,972	45,099	131,243

\*In addition, revised claims received numbered 40,123.

†In addition, 37,977 revised claims were disposed of. Of these, 3,965 were special requests not granted and 2,452 appeals by claimants. There were 10,283 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, DECEMBER, 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	50,496	1,209,768
Prince Edward Island.....	9,357	203,447
Nova Scotia.....	60,324	1,334,485
New Brunswick.....	60,015	1,319,635
Quebec.....	348,222	8,839,688
Ontario.....	349,659	8,770,183
Manitoba.....	52,530	1,310,691
Saskatchewan.....	31,757	795,057
Alberta.....	73,880	1,897,449
British Columbia (including Yukon Territory).....	138,823	3,680,109
Total, Canada, December 1963.....	1,175,063	29,360,512
Total, Canada, November 1963.....	644,981	15,467,326
Total, Canada, December 1962.....	1,266,735	31,086,589

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF JANUARY, 1964**

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Jan. 1963	Dec. 1963	Jan. 1964							
① St. John's, Nfld..	118.3	120.3	120.2	117.7	115.2	113.6	120.8	160.6	151.2	101.1
Halifax.....	130.9	131.9	131.6	126.7	132.9	127.3	137.5	166.2	167.0	124.3
Saint John.....	132.4	133.8	134.1	131.0	132.6	126.2	142.7	186.4	153.5	124.5
Montreal.....	132.4	134.3	133.9	137.0	135.1	109.0	158.5	172.1	151.5	121.7
Ottawa.....	132.9	134.8	134.6	132.6	136.6	122.2	154.2	170.1	143.2	123.8
Toronto.....	133.5	135.3	135.9	130.1	140.0	123.6	138.0	163.7	189.9	121.3
Winnipeg.....	130.0	131.1	131.4	130.1	128.4	123.9	135.6	179.3	140.6	125.5
Saskatoon—Regina	128.3	129.0	129.0	127.7	126.8	130.2	136.8	147.3	148.4	119.4
Edmonton—Calgary	127.5	128.0	127.5	122.4	126.8	126.3	129.8	168.9	146.3	119.4
Vancouver.....	131.1	131.9	131.9	130.4	134.9	120.6	139.0	151.2	150.0	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see, page 954, October 1963 issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
*1963.....	319	333	81,498	914,030	0.07
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15
August.....	28	55	11,597	73,340	0.06
September.....	30	63	9,583	86,320	0.08
October.....	49	81	24,861	138,980	0.11
November.....	12	44	6,193	51,020	0.05
December.....	13	32	4,841	38,320	0.03
*1964: January.....	13	29	1,756	21,730	0.02

\*Preliminary

**TABLE G-2—STRIKES AND LOCKOUTS, JANUARY, 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	70	180
Mines.....	1	29	580
Manufacturing.....	13	789	9,220
Construction.....	2	424	3,920
Transpn. & utilities.....	2	18	300
Trade.....	8	295	6,270
Finance.....			
Service.....	1	43	950
Public administration.....	1	88	310
All industries.....	29	1,756	21,730

**TABLE G-3—STRIKES AND LOCKOUTS, JANUARY, 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-days
Newfoundland.....			
Prince Edward Island.....	1	11	80
Nova Scotia.....			
New Brunswick.....	1	135	3,080
Quebec.....	4	421	7,590
Ontario.....	19	1,111	9,830
Manitoba.....			
Saskatchewan.....			
Alberta.....			
British Columbia.....	4	78	1,150
Federal.....			
All jurisdictions.....	29	1,756	21,730

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JANUARY, 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Jan.	Accu- mulated		
MANUFACTURING Metal Fabricating Ornamental Iron and Bronze Contractors' Assoc., Toronto, Ont.	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	111	810	810	Jan. 14 Jan. 27	Wages, welfare and fringe benefits~7¢ an hr. increase immediately, 5¢ Oct. 1, 1964; \$40. cash in lieu of retroactive pay.
American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	180	2,160	2,160	Jan. 16 .....	Production standards, wages, fringe benefits~
Hahn Brass, New Hamburg, Ont.	Machinists Loc. 1226 (AFL-CIO/CLC)	203	2,030	2,030	Jan. 20 .....	Wages, application of Rand formula, vacations~
CONSTRUCTION Janin Construction, Ste. Hyacinthe, Que.	Building Workers' Federation (CNTU)	155	3,410	6,240	Dec. 4 .....	Wages, seniority, grievance committee~
Fraser-Brace Engineering, Kingston, Ont.	Carpenters Loc. 249 and Labourers Loc. 247 (AFL-CIO/CLC)	269	510	510	Jan. 28 Jan. 31	Alleged mistreatment of men by foreman~Return of work- ers, foreman transferred to another job.
TRADE Irving Oil, Various centres, Que.	Oil Workers Loc. 9-703 (AFL-CIO/CLC)	126	2,670	2,670	Jan. 4 .....	Contracting out delivery function~



# THE LABOUR GAZETTE



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(Continued on page three of cover)



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## Transfer of National Employment Service

*Government decides to implement one of recommendations of Gill Committee of Inquiry and transfer administration of NES to Department. Committee named to effect the transfer*

The administration of the National Employment Service is to be transferred from the Unemployment Insurance Commission to the Department of Labour. Hon. Allan J. MacEachen, Minister of Labour, announced in the House at the end of February that the Government had decided to implement this recommendation of the Gill Committee of Inquiry into the Unemployment Insurance Act.

"The primary reason for this transfer is to develop an integrated approach to implementing manpower policy and programs in Canada, and to correct the negative image from which the Employment Service suffers in the public mind from its close association with the payments of benefits to the unemployed," Mr. MacEachen said in making the announcement.

"In making this decision I want to say that there is no criticism of the present administration of the National Employment Service. The Unemployment Insurance Commission has applied its best efforts within the existing administrative organization and in the light of the limitations that have existed respecting staff and facilities," he continued.

"The decision has been made rather in order to co-ordinate in the Department of Labour, as the Gill Committee recommended, those services which are concerned with the development of manpower policy as well as those concerned with the organization of the labour market."

### Impact on Economy

A strong employment service could have an important impact on the national economy, the Minister pointed out. Solutions to the problems of unemployment must be found, and these in turn might well remove some of the pressing problems facing the Unemployment Insurance Commission.

"The Gill Committee, I might add, in this connection recommended a strengthening of the Unemployment Insurance Branch as well as of the National Employment Service. The Committee recognized the complexity of unemployment insurance operations, and that the Commission had been hampered by lack of a staff establishment adequate in terms of both numbers and level of training and skill."

Mr. MacEachen recalled that in the past the Department of Labour and the National Employment Service had had a common interest in and responsibility for the development and implementation of manpower and labour market programs. The Employment Service Co-ordination Act of 1919 had in fact been administered by the Department of Labour until the UIC came into being in 1941.

"Since then an active working relationship has been maintained in such areas as labour mobility, manpower utilization and adjustment, training, vocational rehabilitation, winter employment and other employment programs.

### More Positive Approach

"The merging of the National Employment Service with the Department of Labour will result in a stronger and more positive approach to the solution of manpower problems in Canada," he said.

Since his statement to the House last June, he had continued to stress the importance of co-ordinated and well-balanced manpower programs, in preference to a series of disconnected efforts. The development and administration of manpower policy through a single agency, which the transfer of the NES would make possible, was necessary to this end, the Minister said.

"A close link will, of course, continue to be maintained with the administration of unemployment insurance benefits to ensure that referrals to suitable employment are made for benefit recipients.

"I might add that the National Employment Committee, which has served in an advisory capacity to the Unemployment Insurance Commission, has unanimously recommended the implementation of this particular recommendation of the Gill Committee. Employer, union and other national associations in Canada have also endorsed the desirability of the transfer."

To effect the transfer, the Government has set up a committee consisting of George Davidson, head of the Bureau of Government Organization; George Haythorne, Deputy Minister of Labour; and Laval Fortier, Chief Commissioner of the UIC.

Mr. MacEachen said that the transfer would be made without interruption of service to the public.



## 50 Years Ago This Month

*British Columbia Royal Commission recommends establishment of system of compulsory insurance for workmen's compensation and repeal of province's existing Workmen's Compensation Act*

The establishment of a system of compulsory state insurance for workmen's compensation and repeal of the existing Workmen's Compensation Act was one of the most important recommendations of a Royal Commission appointed at the end of 1912 by the Government of British Columbia to inquire into labour conditions in the province.

The report of the Commission, which was summarized in the LABOUR GAZETTE for April 1914, advised that a workmen's compensation board should be established to initiate and control a state insurance scheme. Such a plan, according to the recommendation, would be limited to dangerous employments, but other employers might be included on request.

The report recommended that all actions at law be abolished, that the employer be taxed a percentage of his payroll, based on the risk of his particular business, and that an employee who was off work for two weeks as a result of an accident be paid compensation from the date of the accident. The scale of compensation was left for the Legislature to decide, but it was recommended that it should be based on the earning capacity of the employee. Workmen engaged on Sunday work, the report said, should not thereby be debarred from compensation.

Another recommendation declared that private employment agencies were unsatisfactory, and advised that municipal labour bureaus should be set up in all cities of more than 10,000 to provide free service, and private agencies should be abolished.

The Commission rejected a proposal by the Trades and Labour Council for a minimum wage of \$4 a day, on the ground that it would destroy industries in the province that were competing with industries in other parts of Canada or in foreign countries. It said that such a minimum wage would throw out of employment large numbers of young girls who obtained business experience and training while employed in stores.

The advantages and disadvantages of an eight-hour day were considered, but it was held that such a legal maximum would handicap the industries of the province in competing with outside industries, and that "a measure of this kind must be national in

character to give satisfaction." The hours of shop assistants were unduly long, the Commission said, and it recommended that Saturday afternoon should be a holiday.

The commission recommended the total exclusion of all Asiatics from Canada on the ground that all races or nationalities that could not be absorbed into Canadian citizenship should be refused permanent residence in the country. It also strongly recommended that Asiatics should be prohibited from employing white people.

Other recommendations were that free textbooks should be provided in public schools, that none but British labour should be employed on government or municipal work, and that mothers' pensions should be provided.

The Commission found that trade unionism was stronger in British Columbia than in any other part of Canada, and it rejected the allegations of employers that international unionism was hostile to the interests of Canadian workers. It recommended that any employer who discriminated against a workman because he belonged to a union should be penalized. It also said that men who worked during a strike should be "protected against the use of abusive epithets."

The Montreal correspondent reported that the International Ladies' Garment Workers' Union had held its quarterly executive session in Montreal, this being the first time the meeting had been held in Canada. He said that the union wanted a reduction in hours rather than increased wages.

The Moose Jaw correspondent said that there was very little improvement in the labour situation, except that farmers had been taking on men, offering them a six-month contract at wages running from \$25 to \$40 a month, and board.

"The city has been operating a relief station here this winter and have had an average of over 60 per day using same," he went on. "Their plan was to give each man about two days' work a week, which would enable him to pay for his support in the relief station. When work on the farms was offered the men at the station, nearly all refused to go to the country, and the relief station was closed."

### Trustees Remove Hal Banks from SIU Presidency

The Board of Trustees of the Maritime Transportation Unions last month removed Hal C. Banks from the presidency of the Seafarers' International Union of Canada.

Charles Turner, a former officer and still a member of the Brotherhood of the Railway and Steamship Clerks, was appointed President of the SIU until further notice.

The Board at the same time removed Mr. Banks as President of the Canadian Seafarers' Building Corporation Limited.

#### Announced in Commons

A statement announcing these moves by the trustees was given to the House of Commons on March 18 by Hon. Allan J. MacEachen, Minister of Labour.

"I have been informed today by the Chairman of the Board of Trustees, Hon. Mr. Justice V. L. Dryer," the Minister told the House, "that after long consideration of the affairs and interests of the Seafarers' International Union of Canada and of the maritime industry, the trustees have determined that it is not in the interests of that union, of the shipping industry of Canada nor of the public at large that Mr. H. C. Banks remain in office."

He then said that the trustees would continue their over-all direction of all five unions under the trusteeship, and that Charles H. Millard, one of the trustees, had moved into an office in the SIU of Canada Building in Montreal and would have direct supervision over the administration of the union.

"Mr. Banks's removal should not be interpreted as a move against the union. On the contrary, it was made in the interest of the union and its rank-and-file members. Our purpose is to strengthen the union—not weaken it. The trustees will move as rapidly as possible to restore the SIU to the full control of its members," said Mr. Justice Dryer.

Two other acts of the Board of Trustees last month were to tell the five maritime transportation unions under trusteeship not to put a collective agreement before their memberships until it had received the Board's approval, and to order a joint union-trustee committee to study the constitutionality of certain of the SIU's National Shipping Rules.

An earlier directive had stipulated that "no agreement is to be finally concluded and signed before being approved by the trustees" (L.G., March, p. 195). Last month's directive pointed out that once

agreement was reached between the union negotiating committee and an employer, the draft collective agreement was to be submitted to the trustees.

In the directive instructing the SIU to recommend members for the union-trustee committee, the Board said the National Shipping Rules, "to some extent at least, are in violation of the union's constitution. The net effect is that a member who obeys the National Shipping Rules can be expelled for a violation of the constitution.

"In certain respects, the rules are in conflict with existing collective agreements negotiated by the SIU," the trustees said. "The conflict forces a member either to disobey the National Shipping Rules or act in breach of a collective agreement.

"The rules are unconstitutional in that they act to create offences for which members might be expelled without constitutional justification or authority."

The rules, which at the same time comprise certain basic disciplinary rules common to most trade unions and others "which operate to restrict the rights of union members without having received the approval of a majority of the members," will remain in force for the present but subject to appeal to the trustees.

Until such time as the committee has completed its study of the rules and made recommendations for constitutional amendments, which would then be presented to the membership, any member expelled or suspended as a result of the operation of the rules may appeal to the Board of Trustees for reinstatement.

#### Long-Range Program

On the day that he moved to an office in the SIU Building, Trustee Charles Millard issued a statement outlining the trustees' long-range program for the administration of the SIU. It calls for:

—Re-admission of the SIU to the Canadian Labour Congress and for "cementing of international affiliations" of the union.

—An early meeting of SIU officers, with no decision having been reached as to further dismissals.

—Administration of the union through the existing union structure, with collective bargaining and other proper union activities not to be affected by the removal of Mr. Banks as President.

—Continued publication of the *Canadian Sailor*, the union's newspaper.



## Monthly Salary Rates in Hospitals Subject of Department's Bulletin

The average monthly salary of nurses in Canada in October 1962 was \$312; of female X-ray technicians, \$341.

Salary rates for 13 occupations in Canadian hospitals are given in a new bulletin, *Monthly Salary Rates in Hospitals*, just published by the Economics and Research Branch of the Department of Labour. About 90,000 hospital employees are included in the 13 occupations.

The information in the bulletin is taken from returns from 828 hospitals who participated in a survey on October 1, 1962. The survey covered all hospitals with 25 beds or more.

The bulletin gives rates for Canada as a whole, for each province separately, and for each of 25 cities across the country.

The occupations covered are: female staff nurse; certified nursing auxiliary, female; uncertified nursing auxiliary, female; male orderly; male psychiatric attendant; female psychiatric aide; male X-ray technician; female X-ray technician; male cook; female cook; heavy laundry operator, male; light laundry operator, female; hospital maid.

The information in the report, which is presented in 46 tables, consists of the number of employees, and the average rate and predominant range of salary rates by occupation for each geographical unit. The rates for Canada and for each of the provinces are analyzed by type and size of hospital. That is, they are given, first, for all hospitals; then for general hospitals and for hospitals other than general. They are also given for each of three different sizes of hospitals—from 25 to 99 beds, from 100 to 499 beds, and 500 beds or more.

The publication, Catalogue No. L2-25/1962, may be obtained from the Queen's Printer, Ottawa, price 35 cents.

## Current Reports Now Available On Progress of Labour Bills

The first issue in the 1964 series of current reports on labour bills and other bills of general labour interest is now available. Prepared by the Department's Legislation Branch, the reports cover the provisions of each such bill introduced in Parliament and the provincial Legislatures at the 1964 sessions, and will follow its progress to the point where it receives Royal Assent or is dropped.

At the close of the sessions the major developments of the year will be reported

in the Labour Law section of the **LABOUR GAZETTE**.

Among the bills reviewed in the first report are the Quebec Labour Code, a Saskatchewan amendment raising the school-leaving age, and four Ontario bills—The Industrial Safety Act, 1964, The Apprenticeship and Tradesmen's Qualification Act, 1964, an Act to amend the Industrial Standards Act and an Act to amend the Hours of Work and Vacations with Pay Act.

Single copies of these mimeographed reports are available from the Legislation Branch.

## Issue Revised Monograph On Mining Occupations

The revised edition of *Mining Occupations*, No. 14 in the "Canadian Occupations" series of vocational guidance booklets, has been released.

*Mining Occupations* is a 48-page booklet dealing with a wide group of occupations in the coal, metal and mineral mining industry. Originally issued in 1951 and revised in 1957, the monograph has again been considerably revised and the contents brought up to date. In addition, a new section dealing with well drilling (oil and natural gas) has been added.

Canadian Occupations booklets are available at 25 cents a copy from the Queen's Printer, Ottawa, and the Canadian Government bookshops in Montreal, Toronto and Ottawa. Deposit copies are also available for reference in public libraries across the country.

## Issue Canada Year Book, 1963-64

The 1963-64 edition of the *Canada Year Book* was released last month by the Dominion Bureau of Statistics. It is the 57th edition in the present series.

The *Canada Year Book 1963-64* contains more than 1,200 pages of textual and statistical material dealing with the physical features of the country, the machinery of Government, vital statistics, public health and welfare, education, scientific, atomic, space and industrial research, the primary resources of agriculture, forestry, mining and fisheries, manufacturing, labour, transportation and communications, domestic and foreign trade, finance, and national income and expenditure.

Among the special feature articles in the 1963-64 issue is Recent Developments in Public Technical and Vocational Education in Canada.

## Old Age Assistance Recipients Increase During Fourth Quarter

The number of persons in Canada receiving assistance under the Old Age Assistance Act, and the number receiving disabled persons' allowances both increased during the fourth quarter of 1963. The number receiving blind persons' allowances decreased.

**Old Age Assistance**—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 103,890 at September 30 to 104,556 at December 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$9,728,413.00 for the quarter, compared with \$9,513,803.30 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$317,766,-553.37.

At December 31, the average monthly assistance in the provinces ranged from \$59.04 to \$70.39. At that date two provinces had adjusted their payments to the maximum rate of \$75 a month. Payments in the other provinces were based on maximum assistance of \$65 a month.

**Blind Persons' Allowances**—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,582 at September 30 to 8,555 at December 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$1,226,847.71 for the quarter, compared with \$1,210,365.78 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$44,220,706.96.

At December 31, the average monthly allowance in the provinces ranged from \$62.21 to \$72.79. At that date two provinces had adjusted their payments to the maximum rate of \$75 a month. Payments in the other provinces were based on maximum allowance of \$65 a month.

**Disabled Persons' Allowances**—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,900 at September 30 to 51,333 at December 31.

The federal Government's contributions under the federal-provincial scheme totalled \$5,028,617.61 for the quarter, compared with \$4,884,548.47 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$122,977,-123.52.

At December 31, the average monthly allowance in the provinces ranged from \$63.36 to \$74.14. At that date two provinces had adjusted their payments to the maximum rate of \$75 a month. Payments in the other provinces were based on maximum allowance of \$65 a month.

## Merger of Seniority Groups on CNR Opens Way for Porters' Promotion

After long negotiation between the Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers, and the holding of a referendum by the union, it was announced at the end of February that sleeping car porters employed by the railway, most of whom are Negroes, are now eligible to become sleeping car conductors or dining car stewards.

Hitherto, the employees concerned have been divided into two groups for seniority purposes: Group 1 comprised sleeping car conductors, stewards, chefs and waiters; Group 2 comprised porters. These two groups have now been merged into a single seniority system.

The amalgamation of the two groups had been recommended by the Human Rights Committee of the Canadian Labour Congress after the matter had been placed in the hands of the federal Department of Labour under the Fair Employment Practices Act.

The union denied any intention of discriminating, and the Joint Protective Board of the Sleeping, Dining and Parlor Car section of the CBRT approved a merger of the two groups and a combining of seniority lists. Opponents of the merger, however, won the right to a referendum on the question.

The result of the referendum was an approval of the merger. Out of 843 eligible voters, 536 abstained from casting their ballots. Of the 307 who voted, 196 voted in favour of the proposition, which was negatively worded, i.e., "not in favour" of the merger, and 111 voted against.

Under the CBRT constitution, however, all abstentions were recorded as votes against the proposition, and the final count was: 196 for and 647 against. This made about 77 per cent in favour of the merger.

All four Group 2 locals had boycotted the referendum completely, returning no ballots. A spokesman for the Group 2 locals said that the decision to do this was due to a belief that the numerical superiority of Group 1 made the defeat of the proposal to merge a foregone conclusion, and the actual outcome was a surprise to the porters.



## Statistics in House Show Loss Of Professionals by Emigration

The extent of the loss to Canada through emigration of professional persons to the United States was shown in statistics tabled last month in the House of Commons. The figures, which were supplied by the U.S. Department of Justice, Immigration and Naturalization Service, were for the three years 1961-63.

The totals of such persons who left for the United States were: 1963—1,583; 1962—1,295; 1961—1,280.

Engineers made up the largest group in each of the three years. In 1963, engineers totalled 894. Of these, 103 were civil engineers, 150 were electrical, 93 mechanical, 51 aeronautical, and a group of 370 whose specialty was not given.

The second largest professional group was physicians and surgeons, who numbered 467 in 1963. Professors and instructors totalled 117 in that year, and one was classified as a college president or dean. Other groups were: biological scientists, 81; geologists and geophysicists, 43; and physicists, 27.

## In Parliament Last Month

*(page numbers refer to Hansard)*

In the period from February 24 to March 26, a bill to establish the Canada Pension Plan was given first reading, and the Budget was brought down. The Minister of Labour announced the transfer of the National Employment Service to the Department of Labour, the removal from office by the Board of Trustees of the Maritime Transportation Unions of the President of the Seafarers' International Union of Canada, and the postponement of the date for final inspections under the winter house building incentive program.

On March 17, the Minister of National Health and Welfare moved that the House go into committee to consider the introduction of a measure, to be known as the Canada Pension Plan, to establish a comprehensive program of old age pensions in Canada payable to contributors, and to provide for the co-ordination of pensions payable under the Old Age Security Act with pensions payable under the Canada Pension Plan (p. 1161).

After lengthy debate, the Minister moved the introduction of Bill C-75, to establish a comprehensive program of old age pensions in Canada payable to contributors and survivors. The motion was agreed to and the Bill given first reading (p. 1196).

Payment of family allowances for children aged 16 and 17 years who are attending full-time educational or training courses was proposed in the budget statement made by the Minister of Finance on March 16 (p. 981).

Other measures proposed included: reduction of income tax exemption in respect of a child of 16 or 17 years for whom family allowance is being paid, from \$550 to \$470 in 1964 and to \$300 in 1965 and subsequent years; deduction from taxable income of tuition fees in excess of \$25 a year paid by a taxpayer who is a student at an approved educational institution; and extension of the period during which new manufacturing and processing businesses must be established in designated areas of slow growth in order to be eligible for tax incentives.

On February 24, the Minister of Labour announced (p. 157) that the Government had decided to implement the recommendation of the Gill Committee of Inquiry into the Unemployment Insurance Act that the administration of the National Employment Service should be transferred from the Unemployment Insurance Commission to the Department of Labour (see page 258, this issue).

On March 18, the Minister of Labour announced that the board of trustees of the maritime transportation unions had removed Hal Banks from his post as president of the Seafarers' International Union of Canada and had named Charles Turner, a former officer and still a member of the Brotherhood of Railway and Steamship Clerks, as president in his place (p. 1203).

On March 26, the Minister of Labour announced that final inspections under the winter house building incentive program would take place on April 15 rather than on March 31 as previously planned (p. 1492.) He said that the extension was being made because of shortages of labour and materials "arising from the success of the program itself."

On February 27, the Minister of Labour confirmed a report that the Railway Association of Canada had given notice to terminate the Canadian Railway Board of Adjustment No. 1 (p. 288). He added, "The termination may have undesirable consequences if alternative procedures are not found, but I think the Railway Association of Canada is giving consideration to this question now."

On March 2, the Minister of Labour moved consideration in committee of the introduction of a measure to amend the Merchant Seamen Compensation Act respecting compensation on injury or death (p. 391).

# Federal-Provincial Labour Conference

*Minister of Labour invites provincial Ministers and Deputy Ministers of Labour to Conference—first like it since 1946—to discuss matters of both federal and provincial interest*

For the first time since 1946, provincial Ministers and Deputy Ministers of Labour last month convened in Ottawa at the invitation of the federal Minister of Labour. Nine of the ten provincial Ministers and eight of the provincial Deputy Ministers were present.

The conference, on March 9 and 10, was called by Hon. Allan J. MacEachen, federal Minister of Labour, to acquaint the provincial Ministers with what the federal Government was doing or planning to do in the labour field and to obtain the provincial Ministers' thoughts on matters of mutual interest. It was not the purpose of the conference to come to any agreement or make any decisions.

The agenda comprised six items: apprenticeship, the Manpower Consultative Service, labour standards, labour-management co-operation, ILO Conventions, and emergency manpower planning.

The federal Department of Labour prepared a background paper on each item. These were sent to the provincial Ministers in advance of the conference. At the meeting, each item was introduced by the federal official having responsibility for the subject, after which there was a general discussion.

Mr. MacEachen presided throughout the conference, except for a short time on March 10 when George V. Haythorne, Deputy Minister, took the chair.

In his opening remarks, Mr. MacEachen recalled that the last such conference, in October 1946, was concerned with the War-time Relations Regulations, with means for continuing in peacetime the implementation of certain principles, such as union recognition, the right of employees to organize, the legal recognition of collective bargaining rights, and the prohibition of unfair practices by employers and unions.

The agenda for this year's conference, the Minister said, "covers only part of the functions and responsibilities of a department of labour today."

Then he said:

I should like to make it clear, at the outset, that the background papers we have prepared are intended to serve as a basis for discussion rather than as an indication of any final position as far as we are concerned in the federal Department of Labour.

In each case, we have attempted to give you the background of the problems, current developments and proposals for discussion.

## **Apprenticeship and Training in Industry**

After the Minister's welcoming remarks, C. Ross Ford, Director of the Technical and Vocational Training Branch, introduced the first item on the agenda, "Apprenticeship and Training in Industry."

At the end of March, he pointed out, federal-provincial co-operation in the apprenticeship method of developing the occupational competence of the labour force will have been in existence for 20 years. It was in 1944 that the federal Government entered into the first apprenticeship agreements with the provinces. The first ten-year agreements were renewed for a second period of ten years.

A number of the Canadian programs developed during the 20 years "are second to none on this continent," Dr. Ford said. The development of interprovincial standards has been a most important achievement, and has "contributed materially to the mobility of our labour force, and to the development of acceptable devices for identifying those workers who have full occupational competence."

But probably the most far-reaching development has been the change of concepts: apprenticeship is no longer an isolated device for developing the productive capacities for the labour force; it is, instead, considered a device that must be inter-related with all the other manpower training programs.

During the period the concept of the Department of Labour, too, has changed.

It views the whole problem of manpower development as being one total problem involving the development of occupational competence, vertically from that of the operator to the technician and horizontally through all occupational fields where training services are required. In this total spectrum, apprenticeship has developed as one of the effective devices for developing competencies requiring high levels of manipulative skill.

In spite of these achievements and changes, Dr. Ford continued, there remain some unsolved problems:

—Inadequate numbers of skilled workers are being trained in Canada.

—The apprenticeship programs are inadequately co-ordinated and integrated with other manpower development and training programs.

—The apprenticeship program still lends itself to restrictions by vested interests.





—Dominion-Wide, Ottawa.

### FEDERAL-PROVINCIAL LABOUR CONFERENCE, MARCH 1964

The federal and provincial Ministers of Labour: Seated (left to right): Hon. C. H. Ballam, Newfoundland; Hon. C. C. Williams, Saskatchewan; Hon. Allan J. MacEachen, the federal Minister; Hon. Carrier Fortin, Quebec; Hon. H. L. Rowntree, Ontario. Standing: Hon. Raymond Reiersen, Alberta; Hon. N. L. Ferguson, Nova Scotia; Hon. Obie Baizley, Manitoba; Hon. L. R. Peterson, British Columbia; Hon. K. J. Webber, New Brunswick. Hon. H. W. Wedge, Prince Edward Island, was not present at the conference.

—Unrealistic entrance requirements are imposed in a number of the designated trades.

—There continues to be an over-emphasis on controls, restrictions and regulations in the apprenticeship program.

—Apprenticeship programs have not been developed at anything like the rate at which industry is growing.

Then he turned to the second part of the topic: training in industry. On this subject the background paper said:

In spite of the great expansion in school facilities, it is considered important, if our manpower requirements are to be met, that industry becomes more involved in training and in providing facilities within industry for training. Provision for government assistance to industries providing such facilities is made in the proposed Apprenticeship Agreements and in amendments to Program 4 of the Technical and Vocational Training Agreements.

The federal Government is prepared to pay 75 per cent of any provincial contribution made to industry to reimburse industry for expenditures made on approved apprenticeship programs operated by industry in co-operation with the Province.

The federal Government is prepared also to extend this 75-per-cent contribution to two other areas of training which, together with the long-range supply of skilled craftsmen, are

considered to be critical to the development of a competent labour force: the academic upgrading of employed workers through our Basic Training for Skill Development Program and the retraining of workers in danger of layoff because of technological or other industrial or economic change.

Dr. Ford then commented on a draft of the proposed renewal of the Apprenticeship Training Agreement that had previously been distributed to the conference participants.

### Manpower Consultative Service

Dr. W. R. Dymond, Assistant Deputy Minister of Labour, introduced the subject, "The Problem of Manpower Adaptation and the Establishment of a Manpower Consultative Service." This is a new field and one without guidelines, he said.

The problem is that while industry is laying off workers out the back door it is bringing in the front door a new work force with the qualifications, skills and training it needs, Dr. Dymond asserted. And all that some unions are trying to do is win severance pay and other concessions.

The Department's background paper declared that technological and other

### Provincial Participants

*The provincial Ministers of Labour who attended the federal-provincial labour conference were:*

*Hon. Raymond Reiersen, Alberta; Hon. L. R. Peterson, Q.C., British Columbia; Hon. Obie Baizley, Manitoba; Hon. K. J. Webber, New Brunswick; Hon. C. H. Ballam, Newfoundland; Hon. N. L. Ferguson, Q.C., Nova Scotia; Hon. H. L. Rowntree, Q.C., Ontario; Hon. Carrier Fortin, Quebec; Hon. C. C. Williams, Saskatchewan.*

*The Deputy Ministers were:*

*K. A. Pugh, Alberta; W. H. Sands, British Columbia; N. D. Cochrane, Manitoba; G. C. Duclos, New Brunswick; G. T. Dyer, Newfoundland; R. E. Anderson, Nova Scotia; Brig. W. W. Reid, Prince Edward Island; and H. S. Elkin, Saskatchewan. James B. Metzler, Ontario Deputy Minister and Gérard Tremblay, Quebec Deputy Minister, were unable to attend.*

changes in industry, now a feature of economic growth in Canada, imposed on the worker a need to adjust. "Very few workers, in fact, escape making any work adjustments during their working lives."

But not all workers faced with recurring changes in their work are capable of making, or willing to make the appropriate adjustment without some form of assistance.

Dr. Dymond pointed out that trends in employment for some occupational groups can change direction over as short a period as a decade, e.g., mining and logging occupations, and that trends in requirements for specific occupations can change even more rapidly, e.g., machine operators.

"An even more volatile occupation has been that of electronic data processing programmer. In the short space of about five years, this occupation came into existence, grew rapidly, and is now declining."

It is at the plant or company level that these changes require work and staff adjustments, and can lead to major problems of manpower adjustment. There are three kinds of adjustment: (1) those resulting from changes that require only that workers be regrouped, shifted around or laid off; (2) those resulting from alterations so significant that the skills of most of the workers are no longer usable; and (3) those resulting from changes that occur slowly over time, so that after a period, it becomes obvious that the skills required of the workers exceed those which they have.

The various kinds of adjustments create many problems: the need to raise basic education levels, to provide retraining or

further training, to move workers to jobs elsewhere in the community or in another part of the country. In many cases the action required to deal with such problems is beyond the capability of the employer and the worker, and requires the assistance of government agencies such as the employment service, assistance in financing movement to other areas, and in retraining workers for new occupations.

It is to help cope with these problems at the plant or company level that the federal Department of Labour is establishing the Manpower Consultative Service.

The Service will follow these principles:

—Plans must be developed well in advance of a change; this requires advance assessment of the manpower consequences of industrial change.

—The adjustment process must be based on a foundation of facts, not emotion.

—Where there is a union, research and the plans that flow from it should be developed jointly by management and the union.

—The use of existing government services that can help with manpower adjustments should be co-ordinated at the plant level.

—There must be some unbiased group that industry can consult.

The Manpower Consultative Service will have at its disposal three financial incentives:

—A *research incentive* of one-half the costs incurred in assessing the manpower effects of technological changes and in the planning and development (but not the implementation) of a program of adjustment.

—A *mobility incentive* of one-half the costs incurred in moving workers displaced by industrial change—and their dependants—to other communities where employment is available.

—A *retraining incentive*. An amendment to the Technical and Vocational Training Assistance Act allows the federal Government to reimburse a province for 75 per cent of the costs that an employer incurs in retraining workers under a manpower adjustment program.

"We will try to achieve internal mobility, i.e., within a company or plant, before we move workers elsewhere," Dr. Dymond told the conference. "One of the benefits we hope to achieve is to get management and labour to think seriously about manpower planning and about what can be done to avoid layoffs."

In conclusion, the background paper stated:

The Manpower Consultative Service will seek to work closely with employers, unions and other federal and provincial government



agencies. Provincial Department of Labour conciliation and other officers may learn of situations in which the Manpower Consultative Service might assist in the development of plans to meet the adverse impact of technological change on manpower.

Provincial government training agencies will be able to play a significant role in assisting the development and financing of retraining programs for workers who would be laid off if retraining were not developed.

Sharing of the cost of transportation and moving expenses of workers laid off can be done under agreements with provincial governments or employers or both.

### Labour Standards

The next agenda item, "Labour Standards," was introduced by Gordon G. Cushing, Assistant Deputy Minister of Labour.

The Speech from the Throne in February (L.G., March, p. 186) had said that the federal Government was considering new federal labour standards legislation to apply to industries in federal jurisdiction. The background paper said this proposal was a logical further step in the regulation of the working conditions of employees in federal industries that had begun with the enactment of legislation dealing with industrial disputes. The Industrial Relations and Disputes Investigation Act of 1948 had been followed by the Canada Fair Employment Practices Act of 1953, the Female Employees Equal Pay Act, 1956, and the Annual Vacations Act, 1958.

Every province has accepted as a principle that the government of the province has a responsibility to establish minimum conditions under which people will have to work: all have minimum wage laws, all have some legislation dealing with hours of work, most set standards for annual vacations, and most have regulated some aspects of pay practice in regard to public holidays.

"The activity in regard to labour standards legislation in all the provinces in the past two years indicates recognition of the need at the present time for appropriate minimum labour standards," the paper stated.

"It is now proposed to introduce federal legislation on the two fundamental conditions of employment, minimum wages and hours of work, to revise the annual vacation standard, and to establish the principle of paid statutory holidays and fix a rule regarding payment for work performed on such days.

"The absence of federal legislation in three of these fields has created problems for both the federal and provincial Departments of Labour because it has left an area of employment where neither federal nor provincial authorities were assuming responsibility."

### Comparisons, 1946 and 1964

*Hon. Allan MacEachen pointed out that three provincial deputy ministers who attended the 1946 federal-provincial labour conference were present at the 1964 conference: R. E. Anderson of Nova Scotia, N. D. Cochrane of Manitoba, and K. A. Pugh of Alberta. But only one Minister, Hon. C. C. Williams of Saskatchewan.*

*In 1946, he noted, Prince Edward Island did not have a department of labour and Newfoundland was not yet a "partner in Confederation." Alberta was represented at the 1946 conference but the Alberta Department of Labour was not established until 1948.*

*In October 1946, date of the previous conference, the civilian labour force was less than five million; today it was close to seven million, the Minister said. The Gross National Product was less than \$12 million in 1946, more than \$43 million today.*

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Standards have been established for many federal employees through collective bargaining, but other employees are not organized and some of these are not likely to be organized.

Mr. Cushing pointed out that in May 1963, there were about 556,000 employees—about 10 per cent of the non-agricultural labour force—under federal jurisdiction. This total was made up of about 359,000 employees of private industry, Crown corporations and other public agencies, and about 197,000 federal civil servants.

On minimum wages the background paper pointed out that the industries and classes of employment in federal jurisdiction are among the high-wage industries and classifications.

On hours of work, the conclusions reached from an examination of current practice in Canada conform closely to the ILO Recommendation of 1962.

On statutory holidays, the examination showed that 56 per cent of the employees now get eight or more each year, another 37 per cent get seven and the remainder, six days or less.

On vacations with pay, Mr. Cushing reported that 56 per cent of the employees in federal jurisdiction receive two weeks after one year of employment, and 37 per cent receive three weeks after one year. The present Annual Vacations Act provides for one week of paid vacation after the first year of employment and two weeks thereafter.

## **Labour-Management Co-operation**

The subject of "Labour-Management Co-operation" was introduced by Bernard Wilson, Director of the Industrial Relations Branch. The federal Government's Labour-Management Co-operation Service is a unit of that Branch.

The Department's background paper reviewed early examples of labour-management consultation in Canada and the origins of the Labour-Management Co-operation Service, postwar evolution of labour-management committees, and recent developments.

Then it declared that "a more intensive effort is needed to bring together all parties and agencies interested in the development of labour-management co-operation—union groups at all levels, employers and management groups at all levels, provincial authorities, federal authorities, provincial and federal economic councils, and other bodies."

Some provincial Departments of Labour have expressed a desire to participate in the promotion of labour-management co-operation, the paper reported. At the 1963 conference of the Canadian Association of Administrators of Labour Legislation, the federal Department of Labour had raised the possibility of provincial departments taking an active part in this field. "It welcomes wider participation since it is clear that 11 government bodies plus active support from employer, union and other groups should be able to promote more intensive co-operation in the future."

## **Ratification of ILO Conventions**

John Mainwaring, Director of the International Labour Affairs Branch, introduced "Ratification of ILO Conventions."

The background paper recalled that since its inception in 1919, the International Labour Organization has adopted 119 Conventions, of which Canada had ratified 20. "The ratification of ILO Conventions is a matter of increasing importance to countries such as Canada which have relatively high living standards and a high regard for human rights in the field of labour and employment. It demonstrates our support for an international system whose main object is to raise standards of living and to foster human freedom in all countries."

One reason Canada has not ratified more, although one of the founding members of the ILO and one of the ten states of chief industrial importance, is that the subject matter of many Conventions falls within both federal and provincial jurisdiction, and satisfactory arrangements have not yet been made in Canada for dealing with such Con-

ventions. It would help Canada improve its record internationally if a procedure could be developed for dealing with Conventions that fall partly within federal and partly within provincial jurisdiction, the paper stated.

The ratification of a Convention, like that of any treaty between states, is the exclusive function of the Government of Canada, but before ratifying, the government must assure itself that the obligation incurred in ratifying will in fact be performed. It must receive assurance from all provinces that each will perform the obligation so far as it falls within its authority.

The background paper recalled that the federal Government had recently consulted with the provinces with a view to ratifying the Convention on Discrimination in Employment, and that all provinces had expressed their full accord.

The paper then discussed ways in which the federal Department of Labour might in future seek the provinces' views in respect of both existing and new ILO Conventions. Annexed to the background paper was a "Possible Procedure for Dealing with ILO Conventions in Canada."

## **Emergency Manpower Planning**

The last item on the agenda, "Emergency Manpower Planning," was introduced by George E. Simmons, in charge of emergency planning for the Department of Labour.

The emergence of nuclear capabilities does not permit the type of development of controls over manpower such as occurred in Canada during the Second World War, the background paper said.

The federal Minister of Labour has been assigned responsibility for the development of emergency plans for the mobilization and effective use of most civilian manpower.

The National Employment Service is responsible for developing an organization and system for the allocation of key manpower to employment and for the collection of information on the quantity and quality of other members of the labour force. The Department is required to develop programs for the control of labour-management relations and conditions of work and wages, and for the listing of essential activities and critical occupations.

The background paper contained a proposal that, during an emergency, administration of emergency programs in the areas of labour-management relations, conditions of work, and wages and salaries be shared by the provincial Departments of Labour.

*(Continued on page 325)*



# Multiple Jobholding in Canada

*Four surveys in 1960-61 found that "moonlighters" in Canada averaged 158,000, or 2.6 per cent of all employed persons*

During the period covered by four different surveys, in October 1960 and January, April and July 1961, an average of 158,000 Canadians—2.6 per cent of all employed persons in the country—held two, or more, jobs at the same time.

The Department of Labour has published a report, *Multiple Jobholding in Canada*, based on information obtained at three-month intervals through the monthly Labour Force Survey conducted by the Dominion Bureau of Statistics. The information was collected by means of a special questionnaire attached to the regular one.

To minimize the effect of seasonal variations and to improve the reliability of the estimates, the data from the four surveys were averaged. The report was prepared by the Economics and Research Branch.

The percentage of Canadian multiple jobholders is low by comparison with figures issued during the past five years by the United States Bureau of Labor Statistics, which show that multiple jobholders in the United States constitute from 4 to 5 per cent of the working force.

Fewer than half—69,000, or 1.1 per cent of all employed persons—of the multiple jobholders in Canada held two or more jobs as a paid employee. The rest were engaged in some form of self-employment or unpaid family work in addition to their paid job. Included in the latter group were 15,000 persons who had no paid jobs at all.

## Characteristics of Multiple Jobholders

The highest rate of multiple jobholding was found in agriculture. One out of every six "moonlighters" had his main occupation in farming.

The survey shows that besides farmers, more construction workers than workers in the other main industry groups hold more than one job.

"An average of about 4.1 per cent of farmers and 3.5 per cent of construction workers reported a second job during the survey weeks, compared with the over-all rate of 2.6 per cent."

The amount of time worked each week in the secondary job was generally not large. Fewer than 30 per cent of multiple jobholders worked as many as 15 hours a week in their secondary jobs, and the great majority of these worked less than 25 hours. Only an insignificant number were working at two full-time jobs, and about a quarter of the multiple jobholders had no full-time work at all.

About three quarters of multiple jobholders were married men, "indicating that a good deal of multiple jobholding is associated with financial responsibilities," the report says.

"Two postwar developments have facilitated the holding of more than one job at the same time. One is the increasing prevalence of shift work, and the other is the change in industrial distribution as a result of the rapid expansion of the service-producing industries."

One piece of information brought out by the survey showed that the word "moonlighting" to describe the practice of holding more than one job at a time was more picturesque than accurate. "One of the principal findings of the surveys was that, contrary to popular opinion, most multiple jobholders did not work at night on their secondary jobs," the report says. "In response to a question on whether the hours worked on secondary jobs were mostly at night (after supper) or during the day, only 36 per cent (44,000) reported that they worked mostly at night.

"Data on work schedules of secondary jobs revealed also that it was much more common to work at a secondary job on weekdays rather than on weekends. An estimated 100,000, or nearly 83 per cent of the multiple jobholders whose work patterns could be established, worked at their secondary jobs mostly on weekdays, compared with only 21,000 who worked mostly on weekends."

The number of persons engaged in "moonlighting" in the United States rose by 600,000 to a total of 3,900,000 between May 1962 and May 1963, the U.S. Bureau of Labor Statistics reports. This was the first increase of any importance since 1956, but the Bureau cannot explain the cause of the sudden increase.

The Bureau points out, however, that notwithstanding the rise, the number of persons with more than one job amounted to only 5.7 per cent of the total number employed.

Moonlighting is reported to be most common among those whose main jobs were in agriculture and public administration (especially among postal workers). But the largest numbers of moonlighters was found in manufacturing, and in the trade or service industries. About two thirds of the moonlighters had their second jobs in service and retail establishments, where part-time work is most common.

# CNTU's Annual Brief to Cabinet

*Suggests setting-up of permanent Commons committee to study question of Canada's relations with United States and urges Government to invest "huge amounts" in industrial development*

The Confederation of National Trade Unions made its annual submission of legislative and administrative recommendations to the federal Cabinet on February 19. In the brief, the CNTU dealt with subjects ranging from Canada-United States relations to unemployment insurance.

On Canadian-American relations the memorandum declared that "all Canadians who want an independent Canada will agree with the CNTU that we must break free from a great number of economic, financial and social bonds before we can boast such a status.

"The problem is of such importance that the CNTU is suggesting the setting-up of a permanent committee of the House of Commons to study and follow closely the question of our relations with the United States."

The brief acknowledged that Canadian attitudes on this subject were contradictory.

While we would like to reduce the hold of the American economy upon our own, the requirements of our development tend toward the opposite direction. Our need for capital, our external trade, our balance of payments drive us into the arms of our neighbour to the south, thus breaking, right from their beginning, our efforts to ensure greater economic independence.

The CNTU was convinced, it said, that the attitude of Canadians could change provided the Government clearly stated the objectives at stake and fully accepted its role. The governments of the country, both federal and provincial, "must compensate for the deficiencies of private enterprise and invest huge amounts in the industrial development of the country."

The Canadian market could support a highly efficient industrial machine if it were not divided between many producers. It is not that the wages paid to Canadian workers are too high but that the anarchy of our industrial organization has an adverse effect on productivity and hence on costs, the CNTU said.

"Even if we have to revise our combines legislation to facilitate the integration of certain enterprises, we should not hesitate to do so, provided the consumer is well protected."

The brief was read by Vice-President Jean-Robert Gauthier, substituting for General Secretary Marcel Pepin, who was absent because of illness.

The Government's reply to the brief was made chiefly by Prime Minister Lester B. Pearson, and by Hon. Allan J. MacEachen, Minister of Labour. A brief reply in French was also given by Hon. Maurice Sauvé, Minister of Forestry.

## Dependence on U.S.

We are too dependent on the United States in the development of industrial technology, the CNTU asserted, as the owners of subsidiaries in Canada have preferred to carry out the necessary research in their parent organizations. With regard to research, Canada fits into the category of the less industrially developed nations who spend less than 1 per cent of their gross national revenue on research.

Drawing attention to its own independent Canadian character, the CNTU asserted that this, and its growth in membership, "clearly indicates that an independent labour movement, entirely free to make its own decisions, is possible in Canada."

## Unemployment

As in previous briefs, the CNTU urged the Government to take action on the unemployment problem. Winter works programs advertised by governments each fall created only a few thousand jobs, and this was not sufficient. "In Canada, for a great number of citizens, there is no such thing as the right to work," the CNTU asserted. "In some western countries, the social evil of unemployment is unknown," it added, declaring that full employment and social security should be a matter of top concern for the state.

Referring to the federal Government's Older Worker Employment and Training Incentive Program, the CNTU called it "another partial measure," but urged its support in the hope it may become part of a more inclusive program.

## Cost of Living

Emphasizing that the consumer price index had "reached an unprecedented high of 134.2 (December 1963)," the CNTU again recommended the setting-up of a price arbitration system. This was not price control, the memorandum explained, but rather a procedure whereby producers of goods and services would, before making them, have to justify contemplated price increases "before public opinion."



The CNTU added that the report of the Royal Commission on Price Spreads of Food Products had shown that the cost of "a basket of provisions, including correlative services," had increased by 84 per cent between 1949 and 1958. If the cost for improvement in quality of products were deducted, an increase of 43 per cent would still remain, the CNTU asserted.

The Confederation suggested to the federal and provincial Governments that price arbitration courts be created that would judge the grounds on which price increases would be requested, and that would have wide powers of inquiry.

### Housing

Pointing out the need for more adequate housing and the importance of spurring growth in home ownership, the Confederation urged that a "rational housing policy" be adopted, one providing for low-priced construction, urban renewal, and the elimination of land speculation. Describing the Winter House Building Incentive Program (L.G., Oct. 1963, p. 862) as a partial measure, it nevertheless recommended that the program should be repeated, and urged that the premium—now \$500—be raised.

The CNTU decried the 11-per-cent federal tax on building materials, stating that it is "a hard blow on the workers who constitute the majority of taxpayers"—it tends to increase the cost of living as well as the rate of unemployment.

### Consumer Credit

Quoting usurious interest rates of 16 per cent to 58 per cent for consumer credit, the CNTU charged that the federal Small Loans Act, adopted in 1939 and revised in 1956, did not prevent money lenders from practising usury. It therefore proposed that the following measures be taken immediately:

1. The loan limit under the Act should be raised from \$1,500 to \$5,000, because many lenders are circumventing the intent of the Act by persuading borrowers to take amounts slightly over the maximum specified.

2. The rate of interest should be limited to a "reasonable level," and this should not exceed 8 per cent.

3. The Superintendent of Insurance should be provided with the required means of action to enforce respect of the law and impose penalties.

### Economic Council of Canada

The CNTU expressed satisfaction with the formation of the Economic Council of Canada, a step that it had requested for a number of years. It declared its support for the Council "in all its attempts to correct the deficiencies of our economy in order to create and maintain full employment."

Co-operation should be established between the Council and the provincial and regional councils that are being set up, to avoid, duplication and financial waste, the brief recommended.

### Unemployment Insurance

The CNTU referred to the brief it had presented to the Committee of Inquiry into the Unemployment Insurance Act, in which it had "suggested an original formula which would permit the Unemployment Insurance Fund to meet the needs." It said the basic principles inspiring the brief were:

—The present unemployment insurance law is based, to a great extent, on notions that may be valid for private insurance but which are deficient in the case of social insurance.

—The jobless are not responsible for unemployment; they are victims. Their plight is caused by the economy as a whole, and as a result, the whole population should assume the cost of their unemployment.

—The Unemployment Insurance Fund should therefore be replenished through a general tax. All categories of workers should be covered, and the "obligation to contribute would be universal."

—At present, the Fund does not provide sufficient guarantees of solvency.

—The law should provide the right to have stamps affixed in the unemployment insurance book of any building trade worker in the employ of some particular person.

—The boards of referees should be increased in number according to the needs of regions, to obviate costly journeys for appellants.

### Other Recommendations

The Confederation also recommended "a drastic cut in our military budget" as the "only solution" to the financial difficulties of the federal and provincial Governments; it suggested an "initial phase of negotiation" between Ottawa and Quebec to define existing problems, chiefly as to fiscal powers and revenue-sharing; and, to provide the provinces with the revenue for education, which is a provincial responsibility, it requested that the federal Government "surrender the required sources of revenue to the provinces."

Among other proposals and requests were: Canada should negotiate a non-nuclear role in its defence commitments; the Royal Commission on Bilingualism and Biculturalism should be supported by all political parties and its task facilitated now that it has started to operate; and a "distinctive Canadian flag" should be adopted as soon as possible.

The CNTU declared its full support of assistance to developing countries.

## The Government Reply

The Prime Minister was the first to reply to the CNTU submission. On the requests aimed at achieving greater Canadian independence in Canadian-United States economic relations, and at meeting the external pressures on Canada's economy, Mr. Pearson said that dealing with such pressures was all the more difficult when they were "friendly" pressures.

"We have had a very interesting illustration of the difficulty of dealing with it," he said, "when the United States Government, without Canada being very much in their mind, put into effect an interest equalization tax."

The Prime Minister agreed on the importance of research. He noted that in 1939 "we spent only \$800,000 on research. This year we will be spending \$150 million."

On unemployment he said "we have made some important progress in recent months in reducing unemployment but—as an instance of how difficult it is to keep Canada going ahead as a single country, economically—figures are down in some parts but not very far down in others." Mr. Pearson said some of the CNTU's proposals on the subject were "very much to the point."

On defence, the Prime Minister reminded the delegation that "we are part of a democratic coalition for collective defence." He believed that the United Nations should be the alliance for defence in the world but because at the moment it is not, Canada is a member of an Atlantic Alliance.

"I hope we will continue to play our part in that alliance," he said. "I would hate to see that alliance broken up; I would love to see the development of conditions in the world that would make that kind of alliance unnecessary, so that we can fall back on the world alliance at the United Nations."

## Minister of Labour

When Hon. Allan MacEachen, Minister of Labour, spoke in reply to the brief, he began by complimenting the Confederation on its growth in membership. He said he hoped the Government could get unemployment down as fast as the CNTU was getting its membership up.

Since a year ago, there had been a significant change for the better in the unemployment situation, he went on. Unemployment was now, in large part, a regional and seasonal problem, and the reduction in unemployment has been due, in part, to seasonally directed programs, for example, the winter house building incentive program. The Minister then reviewed briefly some of the other programs administered by his department.

The response to the Older Worker Employment and Training Incentive Program had not been as great as he would have liked but he expected that by the end of the year the program would have yielded a great deal of information about an approach to the problem of the older worker.

The federal labour code, which had just been proposed in the Speech from the Throne (L.G., March, p. 186), he considered "quite an important step." Its effects would go beyond the relatively small number of employees in federal jurisdiction who would be most directly affected.

In connection with the membership of the Economic Council of Canada, the Minister stated that having labour representation on public bodies was a matter of Government policy, and that it would be continued.

Hon. Maurice Sauvé, recently appointed Minister of Forestry, who was at one time a member of a CNTU federation, also spoke briefly.

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## Accident Compensation Officer Goes to Africa in Aid Program

Stanley Leeson, Chief of the Accident Compensation Division, Accident Prevention and Compensation Branch, was sent to Basutoland and Swaziland last month as part of Canada's Special Commonwealth Africa Aid Program (SCAAP). His assignment from the External Aid Office was to conduct an on-the-spot review of workmen's compensation with the object of recommending improvements in it.

Basutoland and Swaziland are considering introducing a scheme of workmen's

compensation similar to those in force in various provinces of Canada, the External Aid Office explained.

In addition to sending Mr. Leeson, Canada has provided three Canadian instructors for the University of Basutoland, the Bechuanaland Protectorate and Swaziland, and has brought students from Basutoland and Swaziland to Canada. Sixteen students from these countries are currently in Canada.



# Industrial Fatalities in Canada during Fourth Quarter of 1963

*Deaths from industrial accidents during 1963's fourth quarter numbered 247, of which largest number were in transportation*

Up to the end of February, the Department of Labour had received reports on 247\* industrial fatalities that occurred in Canada during the fourth quarter of 1963.

During the previous quarter, 333 fatalities were recorded, including 51 in a supplementary list. In the fourth quarter of the previous year, 318 fatalities were recorded.

During the fourth quarter of 1963, there were three accidents that each resulted in the deaths of three or more persons. On November 29, seven crew members were killed in the crash of a TCA DC-8 northwest of Montreal. On December 20, six seamen aboard the 175-ton Newfoundland coastal freighter *Mary Pauline* were drowned when the vessel sank between Nova Scotia and Newfoundland. On December 8, four sailors went down with their ship, the *Fort Albany*, after a collision in thick fog with the Norwegian freighter *Procyon* five miles west of Sorel, Que.

The largest number of fatalities, 53, occurred in the transportation, storage and communication industry. Of the 53 fatalities, 17 were in local and highway transportation, 16 in water transportation, 9 in railway transportation, 8 in air transportation and 3 in storage industry.

In the construction industry, 22 of the 49 fatalities were in miscellaneous construction, 18 in buildings and structures and 9 in highways and bridges.

The 45 fatalities that were recorded in the manufacturing industry during the fourth quarter were distributed as follows: 13 in iron and steel products; 6 each in transportation equipment and miscellaneous

manufacturing industries; 5 in food and beverages; 4 each in wood products and in non-metallic mineral products; 2 each in paper products and chemical products; and 1 each in tobacco products, leather products and electrical apparatus and supplies.

In the mining and quarrying industry, 14 of the 30 fatalities were in metal mining, 13 in non-metal mining and quarrying and 3 in coal mining.

In the logging industry, 28 fatalities were recorded.

The remaining 42 fatalities that occurred during the quarter were distributed as follows: 20 in the service industry; 10 in trade; and 4 each in agriculture, fishing and trapping, and public utilities.

## Analysis by Cause

An analysis of the 247 fatalities during the fourth quarter of 1963 shows that 66 (27 per cent) were the results of collisions, derailments, wrecks, etc.; 32 of these involved automobiles and trucks, 12 involved railways, 10 involved aircraft, and 6 each involved tractors and loadmobiles, and watercraft.

Fifty-seven fatalities were caused by falls and slips; all but nine were the result of falls from different levels.

Fifty fatalities were the result of being struck by different objects. Of these, 5 were caused by moving vehicles; 7 were the result of being struck by tools, machinery, cranes, etc.; and 38 were in the category "other objects" such as falling trees and limbs, and landslides or cave-ins.

Forty-two fatalities were the results of being caught in, on or between; most of them involved tractors, loadmobiles, and mine and quarry cars.

The remaining 32 fatalities were distributed as follows: 11 were caused by inhalations, absorptions, asphyxiations and

*(Continued on page 325)*

\* See tables H-1 and H-2 at back of this issue. The number of fatalities that occur during a quarter is usually greater than the figures quoted in the quarterly articles. Information on accidents that are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly.

The industrial fatalities recorded in this quarterly article are fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment, including deaths that resulted from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

# Employment and Unemployment, March

Employment advanced 50,000 to a total of 6,273,000 in March. The increase was well above the average of the past several years.

The labour force rose by 39,000 to 6,729,000 in March.

Unemployment declined slightly during the month to 456,000.

Unemployment in March represented 6.8 per cent of the labour force, compared with 8.4 per cent in March 1963 and 8.7 per cent in March 1962. In February it was 7.0. Seasonally adjusted, the March unemployment rate was 4.6 per cent, down from 4.7 per cent in February and 5.8 per cent in March 1963.

Compared with a year earlier, employment was up by 310,000, or 5.2 per cent, and unemployment was down 93,000. The labour force was 217,000, or 3.3 per cent, higher than in March 1963.

## Employment

Non-farm employment showed a strong improvement between February and March, rising by 63,000 to 5,716,000. In most previous years, non-farm employment has decreased slightly over this period. Farm employment declined by an estimated 13,000 during the month.

Compared with a year earlier, non-farm employment was up by 309,000, or 5.7 per cent. About two thirds of the total increase

occurred in manufacturing and service. Agricultural employment was unchanged from the year before.

In March 1964, an estimated 4,415,000 men were employed, some 149,000, or 3.5 per cent more than a year earlier. This compares with an average annual rate of increase of 1.4 per cent during the past five years. Employment of women continued at a high level.

Employment was higher than a year ago in all regions. The increases ranged from 2.1 per cent in the Prairies to 7.2 per cent in Quebec.

## Unemployment

Unemployment declined slightly between February and March. A small change is usual at this period. The March estimate of 456,000 was 93,000 lower than a year earlier, almost all of the decrease being among men.

Of the 456,000 unemployed, some 277,000, or about 60 per cent of the total, had been unemployed for three months or less. An estimated 121,000 had been seeking work for four to six months, and 58,000 for seven months or more. Persons unemployed four months or more accounted for a somewhat smaller proportion of the total than a year earlier.

Unemployment rates were lower than a year earlier in all regions.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	March 1964	March 1963	March 1964	March 1963	March 1964	March 1963	March 1964	March 1963
Metropolitan.....	6	9	6	3	.....	.....	.....	.....
Major Industrial.....	13	15	11	11	2	.....	.....	.....
Major Agricultural.....	4	7	10	7	.....	.....	.....	.....
Minor.....	32	39	20	16	5	2	.....	.....
Total.....	55	70	47	37	7	2	.....	.....



# CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster Winnipeg	Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Farnham-Granby Fort William- Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Trois Rivières	Brantford Kingston London Niagara Peninsula Oshawa Peterborough Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria	Guelph Kitchener	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Riviere du Loup Thetford- Lac Megantic- Ville St. Georges Yorkton	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford → PRINCE ALBERT Red Deer Regina Saskatoon		
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Chilliwack CRANBROOK ← Dauphin DAWSON CREEK ← Edmundston FREDERICTON ← Gaspé Grand Falls KAMLOOPS ← Kentville Montmagny Newcastle Okanagan Valley PEMBROKE ← Portage la Prairie PRINCE GEORGE- QUESNEL ← PRINCE RUPERT ← Quebec North Shore Rimouski St. Agathe-St. Jerome St. Stephen SAULT STE. MARIE ← Summerside Truro Valleyfield Victoriaville Woodstock Yarmouth	→ BEAUHARNOIS Belleville-Trenton Brampton Central Vancouver Island Drumheller → DRUMMONDVILLE Goderich Lachute-St. Therese → LINDSAY Medicine Hat North Bay Owen Sound St. Hyacinthe St. Jean Simcoe → SOREL Swift Current Trail-Nelson Walkerton Weyburn	→ Galt → LISTOWEL → ST. THOMAS Stratford Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June issue.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)..... (000)</i>	March	6,729	+ 0.6	+ 3.3
Employed..... (000)	March	6,273	+ 0.8	+ 5.2
Agriculture..... (000)	March	557	- 2.3	+ 0.2
Non-agriculture..... (000)	March	5,716	+ 1.1	+ 5.7
Paid workers..... (000)	March	5,195	+ 1.3	+ 5.7
At work 35 hours or more..... (000)	March	5,323	+ 0.8	+ 4.8
At work less than 35 hours..... (000)	March	782	+ 2.5	+ 13.0
Employed but not at work..... (000)	March	168	- 7.2	- 12.5
Unemployed..... (000)	March	456	- 2.4	- 16.9
Atlantic..... (000)	March	76	+ 4.1	- 14.6
Quebec..... (000)	March	171	- 2.8	- 14.9
Ontario..... (000)	March	105	- 8.7	- 23.9
Prairie..... (000)	March	59	+ 5.4	- 15.7
Pacific..... (000)	March	45	- 4.3	- 11.8
Without work and seeking work..... (000)	March	426	- 2.7	- 16.6
On temporary layoff up to 30 days..... (000)	March	30	+ 3.4	- 21.1
<i>Industrial employment (1949=100).....</i>	January	123.3	- 1.4	+ 4.6
Manufacturing employment (1949=100).....	January	116.9	+ 0.9	+ 4.7
<i>Immigration.....</i>	Yr. 1963	93,151	—	+ 24.9
Destined to the labour force.....	Yr. 1963	45,866	—	+ 24.8
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	March	50	+ 8.7	+ 56.3
No. of workers involved.....	March	7,142	-10.2	+ 37.2
Duration in man days.....	March	92,450	+12.2	+171.3
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	January	\$84.98	+ 4.1	+ 3.6
Average hourly earnings (mfg.).....	January	\$ 1.99	- 1.5	+ 3.6
Average hours worked per week (mfg.).....	January	41.1	+ 8.2	+ 1.0
Average weekly wages (mfg.).....	January	\$81.91	+ 7.0	+ 4.7
Consumer price index (1949=100).....	March	134.6	+ 0.1	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	January	145.9	+ 6.8	+ 2.8
Total labour income..... \$000,000..	January	1,818	- 0.4	+ 7.8
<i>Industrial Production</i>				
Total (average 1949=100).....	February	211.3	+ 5.0	+ 10.5
Manufacturing.....	February	185.0	+ 6.1	+ 10.9
Durables.....	February	190.9	+ 4.9	+ 11.4
Non-durables.....	February	179.9	+ 7.3	+ 10.4
<i>New Residential Construction (b)</i>				
Starts.....	March	5,525	- 8.1	- 7.0
Completions.....	March	18,679	+132.6	+174.6
Under construction.....	March	65,732	- 17.0	+ 19.8

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



## Rehabilitation Seminar for Social Workers

*The Saskatchewan Co-ordinating Council on Rehabilitation sponsors and Federal-Provincial Vocational Rehabilitation Program finances seminar at University of Saskatchewan*

A Rehabilitation and Social Work Seminar sponsored by the Saskatchewan Co-ordinating Council on Rehabilitation was held February 12 to 14 at the University of Saskatchewan, Saskatoon. Financed through the Federal-Provincial Vocational Rehabilitation Program, the seminar was designed to help the participants relate the principles and practices of rehabilitation to their work in the larger field of social welfare.

Vocational and occupational training and job placement formed an important part of the program. Sessions and papers on these subjects were given by R. J. Reynolds, Principal of the Saskatchewan Technical Institute at Moose Jaw, and C. Pepin of the Special Services Section of the National Employment Service. Miss Valerie Sims, Civilian Rehabilitation, Department of Labour, Ottawa, acted as discussion leader in one of the sessions.

One of the main points that recurred in discussion was the importance of adequate preparation of the disabled for employment. A wide variety of services, such as physical restoration, psychological testing, counselling, work evaluation, and vocational training, may have to be drawn upon before an individual is ready for work. The close co-operation of a number of disciplines—medicine, social work, education, employment placement and labour market specialists—is necessary if the disabled or handicapped person is to receive the services he requires in a co-ordinated manner. The participants at the conference were made aware of the very many factors which contribute to a person's employability and which determine whether he can be self-supporting.

### **ILO Sponsors Seminar**

A three-week seminar that will have far-reaching effects on the future of rehabilitation in the countries of the Near and Middle East and North Africa was held recently in Athens. Organized by the International Labour Office on the general theme of "Vocational Rehabilitation of the Disabled," the training course was attended by representatives from Greece, Iran, Jordan, Kuwait, Lebanon, Libya, Malta, Saudi Arabia, Tunisia, Turkey, United Arab Republic and Algeria.

The program included lectures by international experts who demonstrated the need for and importance of vocational rehabilitation. Aspects of the subject covered included: teamwork in vocational rehabilitation, industrial rehabilitation, organization and work of rehabilitation centres, techniques of placement and locating employment opportunities, sheltered employment, and the special problems of the blind, deaf and tuberculous.

Another series of lectures dealt with the administrative and legal basis for vocational rehabilitation programs, the role to be played by non-governmental organizations, and the training of personnel.

Directing and organizing the seminar were A. A. Bennett, Director of the Vocational Rehabilitation Section of the Manpower Division of the ILO, Geneva; H. A. Jones, Employment Exchange Manager of the British Ministry of Labour; and T. O. Aaen, ILO expert, Director of the States Rehabilitation Institute, Oslo.

Spyros S. Theologos, Director General of the Institute for Research and Development of Vocational Rehabilitation of Athens, and liaison officer for the Greek Government in matters of rehabilitation, represented the World Veterans Federation, and was one of the lecturers.

### **Council on Social Work Education**

The implications of social, economic and technological change for human well-being was the theme of the 12th annual meeting of the Council on Social Work Education, held in Toronto on January 29 to February 1. The Council is the planning and standard-setting body for social-work education in the United States and Canada.

Some 1,000 educators and other interested persons in the social welfare field attended, from schools, various organizations, and public and voluntary services throughout North America. The implications for the education of social workers of the rapid social changes taking place in the 1960s were reflected in such questions as, "To what purpose are we educating?"; "Who are we educating?"; and "How are we educating?"

The schools of social work are grappling with the problem of how best to prepare their students for work in a society where the impact of rapid change is being experienced to an unprecedented degree.

## U.S. National Council on the Aging

*Employment problems of older workers in age of automation and rapid technological change given attention at annual meeting*

The employment problems of older workers in this age of automation and rapid technological advance received prominent attention at the 13th Annual Meeting of the National Council on the Aging, held in Chicago in February.

Hon. W. Willard Wirtz, United States Secretary of Labor, gave the key note address, "Technological Changes: Their Implications for the Aging." Mr. Wirtz urged the most rapid development of automation and technology as the ultimate means of producing jobs. He expressed the opinion that American society was dependent upon technology and automation for full employment and that they would create as many jobs as they destroyed. He warned, however, that there would be serious disruption unless full account was taken of the human problems that are presented as this process develops.

The Secretary of Labor pointed out that within 24 hours from the time that he was speaking at least 4,000 people in the United States would be pushed aside from their jobs by machines—that was how fast the disruption was taking place. He thought, however, there would be other jobs for virtually all these people if they were educated, if they had the kind of skill that could be transferred to another job or if they were retrained. He conceded that the new job may be in another place with a different employer and that a different skill may be involved.

The older worker was discussed by Leon Greenberg, Assistant Commissioner, Bureau of Labor Statistics, U.S. Department of Labor, in a talk on "Productivity and Technological Developments in the United States."

Mr. Greenberg stressed the ability of older workers to be successfully retrained and gave as an example the fact that 11 per cent of some 33,300 trainees enrolled under the U.S. Government Manpower Development and Training Act up to October 31, 1963, had been 45 years of age and over. He thought these 3,600 older trainees represented a brighter side of the older worker picture and stated there was no reason why this ratio could not be increased. He emphasized the fact that age, by itself, was neither a reliable nor useful

criterion for determining the suitability of workers for training or retraining.

Juanita M. Kreps, Ph.D., Associate Professor of Economics, Duke University, and Vice Chairman, Committee on Employment and Retirement, National Council on Aging, spoke on "Automation, Affluence and Poverty." Dr. Kreps stressed the need to focus attention directly on over-all solutions rather than on piecemeal measures.

Dr. Kreps pointed out that a service badly needed was education and training. She suggested that a willingness to buy this service on a broad scale would provide a stimulus to demand, which would give a tremendous boost to the economy. What would be equally important would be real hope that workers' skills would be upgraded in accordance with the demands of new technology.

Until the nation was prepared to buy such training and education, no amount of increased demand would eliminate unemployment for the simple reason that the untrained worker today was not only unemployed, but was unemployable, she believed.

A talk that attracted a great deal of comment was the proposal by Edwin F. Shelley, Vice-President, United States Industries, Inc., and Director, National Council on Aging, to create full employment in this age of automation. To meet national requirements of *full employment and lifelong education* Mr. Shelley proposed the establishment of a national system of earned educational leave. He pointed out that under the present five-per cent unemployment in the United States, one year of paid educational leave could be earned by every worker after 20 years of employment. This five per cent of the labor force would be transferred from employment to education. The transfer each year of five per cent of the employed from work to education would create a labor shortage throughout the economy, would encourage an upward movement of employed workers to fill the voids in their respective companies, and would open up a number of jobs for the presently unemployed. He suggested that it might be found that the retraining and mobility problems would melt away before the great pressure of a labour shortage and the motivation of an assured job.



## Women in the Labour Force in 1963

*Almost two million girls and women were in the labour force in 1963. This is 4 per cent more than there were in 1962  
Women workers now form 28 per cent of the total labour force*

There were an estimated 1,858,000 girls and women in the labour force in 1963, an increase of 69,000 (4 per cent) over the number in 1962. This increase reflected the trend of the last decade, during which time the female labour force increased 56 per cent. In 1953, the 1,191,000 women workers represented 22 per cent of the total labour force; in 1963, women comprised 28 per cent.

The labour force includes all persons 14 years of age and over who (1) did any work for pay, (2) were seeking work, or (3) were temporarily laid off or on holidays during the week of the labour force survey.

The statistics in this article are estimates taken from *The Labour Force: Special Tables*, a publication of the Dominion Bureau of Statistics, and the figures are 12-month averages.

Among the factors that appear to be responsible for the relative increase in women workers are the shift in labour demand from goods-producing to service industries and the increased demand for clerical workers. These are fields in which women traditionally outnumber men.

Furthermore, technological change and advancement have not been confined to the factory and office; many labour-saving devices have enabled the housewife to perform household tasks in a minimum of time. More married women are, therefore, entering the labour force.

Most women in the labour force were in two regions: Ontario had 38.6 per cent and Quebec 27.2; the Prairie region had 17.1 per cent, British Columbia 9.1 and the Atlantic region 8.0 per cent of the total.

**Age distribution**—Almost one-third of all the girls and women in the labour force were under 25 years of age; a larger proportion, 39 per cent, were between the ages of 25 and 44; and 29 per cent were 45 years of age or more.

**Participation by age**—Three of every ten women were in the labour force. The highest participation rate (the labour force as a percentage of the population in the age group) was in the 20- to 24-year range: fully half of those 20 to 24 years of age were in the labour force. Between the ages of 25 to 34 years, the rate dipped to 29.2 per cent.

Relatively higher proportions, 31.7 per cent and 34.7 per cent, represent respectively the women who were from 35 to 44 and 45 to 54 years of age. For those who were from 55 to 64, the participation rate dropped to about one in every four, 24.7 per cent; and for women 65 years and over, to 5.8 per cent. The participation rate for teen-agers was similar to that for the total female labour force: one in three.

**Marital status**—Almost half, 49.7 per cent, of all the women in the labour force were married; 40.2 per cent were single, and 10.1 per cent were widowed, separated or divorced.

Of all the married women in the population, 23 of every 100 were in the labour force; for the widowed, separated or divorced the ratio was 28 in 100. Of those who were single, 14 years of age and over, 49 of every 100 were in the labour force.

**Hours of work**—Most women, 59.2 per cent, worked between 35 and 44 hours a week. The average work week of the remainder of the employed women was as follows: 45 hours and more, 12.0 per cent; 25 to 34 hours, 10.3 per cent; 15 to 24 hours, 7.5 per cent; 1 to 14 hours, 5.7 per cent.

The percentage of women workers who state that they usually work less than 35 hours a week has been gradually increasing and reached 20 per cent of the total in 1963.

**Occupational groups**—The types of work that women do tend to be clustered in five broad occupational groups. Clerical work accounts for 30 per cent; personal services, 23 per cent; professional services, 15 per cent; manufacturing, 11 per cent; and commercial occupations, 10 per cent.

The concentration of women is further accentuated by the fact that more than half the persons employed in clerical and service occupations are women. In 1963, women made up 64.2 per cent of all clerical workers in comparison with 58.1 per cent in 1953. Of persons employed in the service occupations, 57.3 per cent were women, up from 52.3 per cent in 1963.

The proportion of employed women in professional services increased slightly over the past decade while that in manufacturing decreased. Commercial occupations, on the other hand, remained relatively stable.

# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During April, May and June (except those under negotiation in March)

Company and Location	Union
Aluminum Co. of Canada, Shawinigan, Que.....	Metal Trades' Federation (CNTU)
Anglo-Nfld. Development Co., Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld. ....	Carpenters (AFL-CIO/CLC) (loggers)
Associated Clothing Mfrs., Montreal, Que. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man. ....	Brewery Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Seafarers (AFL-CIO)
Cdn. Celanese, Sorel, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
CPR, system-wide .....	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
CPR, system-wide .....	Trainmen (AFL-CIO/CLC) (dining car staff)
Celgar, Rayonier Canada & B.C. Forest products, Watson Island, Woodfibre & Crofton, B.C. ....	Pulp & Paper Wkrs. of Canada (Ind.)
Cloak Mfrs. Assn., Toronto, Ont. ....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Courtaulds Canada, Cornwall, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast .....	Woodworkers (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que. ....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast .....	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast .....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Trans. Industrial Relations Bureau (car carriers), Que. & Ont. ....	Teamsters (Ind.)
Pacific Press, Vancouver, B.C. ....	Newspaper Guild (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont. ....	Butcher Workmen (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que. ....	Bldg. Service Empl. ((AFL-CIO/CLC)
Scott-La Salle, Longueuil, Que. ....	Empl. Assn. (Ind.)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
TCA, Canada-wide .....	Machinists (AFL-CIO/CLC)
United Keno Hill Mines, Elsa, Y.T. ....	Mine, Mill & Smelter Wkrs. (Ind.)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local

### Part II—Negotiations in Progress During March

#### Bargaining

Company and Location	Union
Aluminum Co. of Canada, Arvida & other centres, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Kingston, Ont. ....	Steelworkers (AFL-CIO/CLC)
Assn. Patronale du Commerce (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
Automatic Electric, Brockville, Ont. ....	IUE (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone .....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.



Company and Location	Union
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	IUE (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
	UE (Ind.)
Cdn. Westinghouse, Hamilton, Ont. ....	Bush Wkrs., Farmers' Union (Ind.)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Cluett Peabody, Kitchener & Stratford, Ont. ....	CLC-chartered local
Collingwood Shipyards, Collingwood, Ont. ....	
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C. ....	Mine, Mill & Smelter Wkrs. (Ind.)
G. T. Davie & Sons, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que. ....	Empl. Assn. (Ind.)
Dominion Engineering, Lachine, Que. ....	Machinists (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Domtar Pulp & Paper (Howard Smith Div.), Cornwall, Ont. ....	
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper, East Angus, Que. ....	
Dupuis Freres, Montreal, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Pulp & Paper Wkrs. Federation (CNTU)
E. B. Eddy, Hull, Que. ....	Commerce & Office Empl. (CNTU)
	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Fisheries Assn. & cold storage cos., B.C. ....	Public Empl. (CLC) (outside empl.)
	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C. ....	United Fishermen (Ind.) (tendermen)
Food stores (various), Vancouver, Victoria & New Westminster, B.C. ....	
Gaspesia woods contractors, Chandler, Que. ....	Retail Clerks (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S. ....	
Hopital Notre Dame, Montreal, Que. ....	Clothing Workers' Federation (CNTU)
Hopital Ste. Jeanne d'Arc, Montreal, Que. ....	
Hopital Ste. Justine, Montreal, Que. ....	Marine Wkrs. (CLC)
Hospitals (7), Montreal & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Dieu de Montreal, Montreal, Que. ....	Service Empl. Federation (CNTU)
Imperial Tobacco & subsidiaries, Ont. & Que. ....	Service Empl. Federation (CNTU)
International Nickel, Thompson, Man. ....	Service Empl. Federation (CNTU)
Kelly, Douglas & Co., Vancouver & other centres, B.C. ....	Service Empl. Federation (CNTU)
Kimberly-Clark Paper, Terrace Bay, Ont. ....	Tobacco Wkrs. (AFL-CIO/CLC)
	Steelworkers (AFL-CIO/CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que. ....	Empl. Assn. (Ind.)
	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Lever Bros., Toronto, Ont. ....	
Manitoba Rolling Mill, Selkirk, Man. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Manitoba Telephone ....	
Manitoba Telephone ....	Chemical Wkrs. (AFL-CIO/CLC)
Marine Industries, Sorel, Que. ....	Steelworkers (AFL-CIO/CLC)
Maritime Tel. & Tel., province-wide, N.S. ....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Miramichi River ports shippers, N.B. ....	IBEW (AFL-CIO/CLC) (traffic empl.)
Moirs Limited & Moirs Sales, Halifax, N.S. ....	Metal Trades' Federation (CNTU)
Montreal General Hospital, Montreal, Que. ....	IBEW (AFL-CIO/CLC) (traffic empl.)
Northern Electric, London, Ont. ....	Miramichi Trades & Labour (Ind.)
Ontario Hydro, company-wide ....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont. ....	Service Empl. Federation (CNTU)
	Empl. Assn., (Ind.)
Ottawa City, Ont. ....	Public Empl. (CLC)
N. M. Paterson & Sons, Ont. & Que. ....	
Provincial Paper, Thorold, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Quebec City, Que. ....	Public Empl. (CLC)
	Seafarers (AFL-CIO)
Quebec City, Que. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
	Municipal & School Empl. Federation (Ind.) (inside empl.)
	Municipal & School Empl. Federation (Ind.) (outside empl.)
Quebec Hydro-Electric Commission, Montreal & other centres, Que. ....	
RCA Victor, Montreal, Que. ....	Public Empl. (CLC) (outside empl.)
Ready-mix concrete companies, Toronto, Ont. ....	IUE (AFL-CIO/CLC)
	Teamsters (Ind.)

Company and Location	Union
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Rolland Paper, Mt. Rolland & St. Jerome, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver, New Westminster & other centres, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Swift Cdn. (6 plants), Canada-wide .....	Packhouse Wkrs. (AFL-CIO/CLC)
Tamper Limited, Lachine, Que. ....	IUE (AFL-CIO/CLC)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto City, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (outside empl.)
Winnipeg Metro., Man. ....	Public Empl. (CLC)

### **Conciliation Officer**

Auto dealers, garages (various), Vancouver, B.C. ....	Machinists (AFL-CIO/CLC)
Bakeries (various), Greater Vancouver, B.C. ....	Bakery Wkrs. (CLC)
CBC, company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Cobourg & Oakville, Ont. ....	IUE (AFL-CIO/CLC)
Cdn. Vickers, Montreal, Que. ....	Metal Trades' Federation (CNTU)
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dominion Steel & Coal, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que. ....	Textile Federation (CNTU)
Dominion Textile, Montreal, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Montreal Cottons, Valleyfield, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Ottawa Transportation Commission, Ottawa, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
Philips Electronics, Leaside, Ont. ....	IBEW (AFL-CIO/CLC)
St. Lawrence Seaway Authority .....	Railway, Transport & General Wkrs. (CLC)
Winnipeg Metro (Transit Dept.), Man. ....	Street Railway Empl. (AFL-CIO/CLC)

### **Conciliation Board**

Acme, Borden's & other dairies, Toronto, Ont. ..	Teamsters (Ind.)
CNR, CPR & other railways .....	15 unions (non-operating empl.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Hollinger Gold Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont. ..	Steelworkers (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
Smith & Stone, Georgetown, Ont. ....	Mine Wkrs. (Ind.)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)
Vancouver Police Commissioners Board, Vancouver, B.C. ....	B.C. Peace Officers (CLC)

### **Post-Conciliation Bargaining**

Cdn. General Electric, Guelph, Peterborough & Toronto, Ont. ....	UE (Ind.)
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### **Arbitration**

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que. ....	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal & other centres, Que. ....	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que. ....	Chemical Wkrs. (AFL-CIO/CLC)

### **Work Stoppage**

Shipbuilders (various), Vancouver & Victoria, B.C. ....	Various unions
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### Part III—Settlements Reached During March 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ASSN. PATRONALE DES INSTITUTIONS RELIGIEUSES ET DES FABRIQUES PAROISSIALES DU DIOCESE DE ST-HYACINTHE, ST-HYACINTHE AND OTHER CENTRES, QUE.—SERVICE EMPLOYEES' FEDERATION (CNTU): 2-yr. agreement covering 1,000 empl.—new wage scale to be similar to new Montreal area rates (less \$1 a wk.) negotiated between Service Employees' Federation and several Montreal hospitals; as of Jan. 1, 1964 reduction in work week for office empl. from 40 to 37½ hrs., with same take-home pay; eff. Jan. 1, 1965 reduction in work week for certain occupations from 40 to 37½ hrs., with same take-home pay; 2 wks. vacation after 1 yr. (formerly after 3 yrs.), 3 wks. after 6 yrs. (formerly after 8 yrs.), 4 wks. after 8 yrs. (new provision); improvement in seniority provision; agreement to expire Dec. 31, 1965.

CDN. STEEL FOUNDRIES, MONTREAL, QUE.—STEEL AND FOUNDRY WKRS. (IND.): 2-yr. agreement covering 810 empl.—depending on classification, wage increases from 4¢ to 8¢ an hr. eff. March 28, 1964, and increases from 3¢ to 5¢ an hr. eff. Oct. 4, 1965; payment of lump sum of \$60 in lieu of retroactivity, prorated on number of wks. worked between Oct. 4, 1963 and March 28, 1964; increase in premium for hot and dirty work; agreement to expire Oct. 3, 1965.

CNR, EASTERN CANADA (EXCL. NFLD.)—LOCOMOTIVE ENGINEERS (IND.): 3-yr. agreement covering 1,600 empl.—yard engineers to receive increases of 1.5% eff. May 1, 1964, 3.5% eff. May 1, 1965, 7% eff. May 1, 1966; road engineers to receive increases of 3% eff. May 1, 1964, 0.5% eff. May 1, 1965; agreement to expire April 30, 1967.

CNR, SYSTEM-WIDE—LOCOMOTIVE FIREMEN AND ENGINEERS (AFL-CIO/CLC): 3-yr. agreement covering 2,700 empl.—empl. in passenger and hostling services to receive increases of 1% eff. May 1, 1964, 1% eff. Dec. 1, 1964, 1% eff. May 1, 1965, 2% eff. Dec. 1, 1965, 1½% eff. Dec. 1, 1966; empl. in freight and yard services to receive increases of 1% eff. May 1, 1964, 1% eff. Dec. 1, 1964, 1% eff. May 1, 1965, 1% eff. Dec. 1, 1965; agreement to expire April 30, 1967.

EMPLOYEURS FORESTIERS DE LA GATINEAU, QUE.—CARPENTERS (LUMBER AND SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 1,800 empl.—general wage increases of approximately 3% eff. May 1, 1964 and approximately 3% eff. May 1, 1965; in lieu of paid holidays empl. to receive 1½% of gross earnings (formerly 1%) for first yr. of agreement, and 2% for second yr.; agreement to expire March 31, 1966.

EMPLOYEURS FORESTIERS DE LA MAURICIE, QUE.—CARPENTERS (LUMBER AND SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 3,000 empl.—general wage increases of approximately 3% eff. May 1, 1964 and approximately 3% eff. May 1, 1965; in lieu of paid holidays empl. to receive 1½% of gross earnings (formerly 1%) for first yr. of agreement, and 2% for second yr.; agreement to expire March 14, 1966.

PAGE-HERSEY TUBES, WELLAND, ONT.—U.E. (IND.): 2-yr. agreement covering 850 empl.—wage increases of 6¢ an hr. retroactive to Nov. 1, 1963, 6¢ an hr. eff. Nov. 1, 1964; in 1964, 4 wks. vacation after 22 yrs. of service (formerly after 24 yrs.); in 1965, 4 wks. vacation after 20 yrs.; agreement to expire Oct. 31, 1965.

TORONTO WESTERN HOSPITAL, TORONTO, ONT.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 700 employees.—wage increases of \$9 per mo. eff. March 1, 1964, \$9 per mo. eff. March 1, 1965; new union security provision; agreement to expire Feb. 28, 1966.

VANCOUVER GENERAL HOSPITAL, VANCOUVER, B.C.—PUBLIC EMPL. (CLC): 3-yr. agreement covering 1,700 empl.—wage increases of 3% retroactive to Jan. 6, 1964, 2½% eff. Jan. 5, 1965, 3% eff. Jan. 4, 1966; as of Jan. 6, 1964, 4 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); commencing Jan. 4, 1965, 4 wks. after 11 yrs.; commencing Jan. 4, 1966, 4 wks. after 10 yrs.; agreement to expire Jan. 4, 1967.

### Pay Increases in 1963 for 10 Million British Workers Average 4 Per Cent

More than 10,000,000 manual workers in Britain obtained an average increase of more than 4 per cent in their basic weekly wage rates last year, it was learned from a survey by the British Ministry of Labour of wage movements and hours of work during 1963.

The survey covered some 13,500,000 manual workers whose wages and working conditions are settled by collective bargaining, either through voluntary machinery or statutory bodies. Office employees and the like were not covered by the survey.

All told nearly 10,000,000 manual workers received an average increase of 4.3 per cent in weekly wage rates. But nearly 700,000 workers gained a reduction in the length of their standard work-week without a reduction in pay; the effect of this was to lift the average increase in hourly wage rates to 4.5 per cent.

The movement toward shorter hours slowed down somewhat when compared with earlier years. In 1962, nearly 1,400,000 workers won a shorter work-week; in 1961, nearly 5,750,000; and in 1960, more than 6,750,000.

A new feature in Britain's industrial negotiations last year was the development of long-term agreements extending over two years or more.

## South Africa Withdraws from ILO

*"Accumulation of hostile acts against South Africa" given as reason for voluntary and unilateral secession from world body*

The Government of the Republic of South Africa last month sent to ILO Director-General David A. Morse a communication informing him of that country's intention to withdraw from the International Labour Organization.

The South African Minister of Labour, Senator E. E. Trollip, told Parliament that the Government had been influenced in its decision by "an accumulation of hostile acts against South Africa."

He cited the invalidation of the credentials of the South African Worker Delegates to the 1963 International Labour Conference, the subsequent exclusion by the ILO Governing Body of the South African worker delegation from certain industrial committees, and the adoption in February (L.G., March, p. 208) of Governing Body resolutions outlining a proposed program for the elimination of *apartheid*.

The Minister said that this latter action "represented a clear case of deliberate interference in South Africa's domestic affairs and a complete disregard of the benevolence of the Government's racial policies."

The South African note to the ILO Director-General said: "It has now become abundantly clear that the International Labour Organization will refuse to proceed with its proper task and duties, as a non-political international organization, while South Africa remains a member. It is obvious, also, that it is not intended to retain South Africa as a member functioning fully within its rights.

"The time has, therefore, come, more particularly as a result of the recent meeting of the Governing Body, for the Republic of South Africa to decide whether it should retire of its own free will or allow itself to be forced out with the resultant harm this will bring to an organization which has already lost so much of its status. The Republic has chosen to leave the Organization now so as to give it an opportunity of attempting to return to the objectives for which it was established, if that be possible after the unhappy and unnecessary incursion into political recrimination between, and persecution of, fellow members.

"In deciding to withdraw from the Organization, South Africa considers itself justified in acting on the same unilateral basis adopted by the Organization in its

attempts to curtail or terminate South Africa's membership. In view of the denial to South Africa of its basic rights as a member, the South African Government accordingly does not consider itself bound by the provisions of the Constitution in terms of which two years' notice of termination of membership must be given to the Organization, and as from the date of notification to the Director-General of South Africa's withdrawal, all obligations towards the Organization will be regarded as having been terminated, including the obligation with regard to South Africa's financial contribution to the Organization for the current year."

At the end of the month, David A. Morse, ILO Director-General, addressed a reply to the Minister of Foreign Affairs of the Republic of South Africa. In his letter Mr. Morse said that the ILO constitution provided:

No Member of the International Labour Organization may withdraw from the Organization without giving notice of its intention so to do to the Director-General of the International Labour Office. Such notice shall take effect two years after the date of its reception by the Director-General subject to the Member having at that time fulfilled all financial obligations arising out of its membership. When a Member has ratified any international labour Convention, such withdrawal shall not affect the continued validity for the period provided for in the Convention of all obligations arising thereunder or relating thereto.

"South Africa will accordingly," Mr. Morse wrote, "subject to having at that time fulfilled all financial obligations arising out of its membership, cease to be a Member of the International Labour Organization on 11 March 1966.

"Until that date the undertaking of the Government of South Africa, contained in the instrument of ratification of the constitution of the International Labour Organization . . . remains binding upon the Government of the Republic of South Africa.

"Your statement will be communicated, together with this reply, to the Members of the Organization and to the Governing Body of the International Labour Office, and it will be for the Governing Body and the Conference to determine what action they would now wish to take in respect of the proposals which are pending before the Conference and the terms of your communication . . . ."



# TEAMWORK in INDUSTRY

Purchasing agents are usually thought of as people concerned with buying the wide variety of materials that industry needs to turn out a finished product. For R. H. "Bob" McGahey, purchasing agent for the Toronto, Ont., division of Weston Bakeries Limited, this is only half the job. The other half involves labour-management relations—for Mr. McGahey has been chairman of the plant's Labour-Management Co-operation Committee for the past six years. The LMCC was founded in April 1956.

During a recent interview with visitors from the federal Department of Labour, Mr. McGahey emphasized the importance of informality in the conduct of Labour-management relations at the plant level. "Our regular meetings are characterized by informality," he explained. "In eight years of getting together to discuss our everyday problems, we've learned that we get more information exchanged this way. A stiff, formal approach tends to bottle people up. A great deal more can be achieved if the atmosphere is relaxed and friendly."

He further emphasized that employee members—particularly new appointees to a committee—should periodically be reassured by management that their opinions will "not be taken down and used against them." Sure of where they stand, employees will feel free to be honestly critical about problems appearing on the agenda.

"These uninhibited exchanges have helped to promote trust and respect between labour and management in this plant," continued Mr. McGahey. "I wouldn't undersell the value of our LMCC to anyone. We haven't had a strike in the 12 or 13 years I've been here—and the record goes back before that. The spirit developed in our committee meetings deserves a share of the credit."

Mr. McGahey thinks that plant rumours can be treated more quickly and thoroughly by a labour-management committee than by any other means a company might devise. "You can have no idea how many rumours are circulating throughout your plant or office until you set up a committee," he said recently. "Until you provide the means for gathering them, and give employees the op-

portunity to report them, they will remain underground, damaging your relations in general and morale in particular."

Mr. McGahey reported that LMCC meetings at Weston's have been singularly successful at dispelling rumours and reducing wild talk. Once the subject began appearing regularly on the meeting agenda for discussion, rumours began declining rapidly in number and influence. "Don't underestimate their variety and subject matter," he warned. "We discovered our people discussing layoffs and the closing down of departments when there wasn't a shred of a reason for such talk."

Control of rumours alone makes a labour-management committee worth having, for an atmosphere of uncertainty in a plant can undermine employee morale and cut heavily into production efficiency, he added. "In our experience there is *nothing* as effective as a labour-management committee when it comes to dealing with the many problems that show up in the day-to-day manufacturing process. They are problems not covered by collective bargaining agreements. In its handling of these outside areas, our LMCC has become a useful and vital partner in production."

One of the Toronto plant's most irritating problems was language differences. There are many persons of Italian, Yugoslav and German descent among the 282-member staff, and until language difficulties were straightened out at LMCC meetings, the plant ran into obstacles almost daily. Today, employee representatives for the various ethnic groups attend LMCC meetings, whenever necessary, for briefing and active participation. "When they go back onto the plant floor," said Mr. McGahey, "they take L-M policy with them—and the right words to put it across."

Among the union representatives serving on the LMCC at Weston Bakeries is Cyril Roberts, shop steward for Local 461, Retail, Wholesale and Department Store Union (AFL-CIO/CLC). "We've been able to get a lot of things done on the job since we organized our committee in 1956," reported Mr. Roberts. "Most important, the Labour-Management Co-operation Committee has educated our people to come forward with their ideas. They have helped to improve things all around—working conditions, good housekeeping, waste, rumours, safety and other problems have all been brought home to each one of us."

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during February. The Board issued seven certificates designating bargaining agents, granted one application for revocation of certification, ordered four representation votes, and rejected three applications for certification. During the month the Board received eight applications for certification, one application for revocation of certification, one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of one such request.

### Applications for Certification Granted

1. The Order of Railroad Telegraphers, System Division No. 43, and System Division No. 1, on behalf of various system employees in Canada except Newfoundland employed by the Canadian National Railways (L.G., July 1963, p. 601). The Canadian Brotherhood of Railway, Transport and General Workers, and The Commercial Telegraphers' Union, had intervened.

2. The Order of Railroad Telegraphers, System Division No. 85, System Division No. 43, and System Division No. 1, on behalf of a unit of employees of the Canadian National Railways in its Telecommunications Department (L.G., July 1963, p. 601). The Commercial Telegraphers' Union had intervened.

3. The Order of Railroad Telegraphers, System Division No. 85, on behalf of a unit of agents, dispatchers, and operators, employed by the Canadian National Railways in Newfoundland (L.G., July 1963, p. 601). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and The Commercial Telegraphers' Union, had intervened.

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian National Railways in Newfoundland in various clerical and other classifications (L.G., Aug. 1963, p. 693). The Order of Railroad Telegraphers had intervened.

5. Maritime Airline Pilots Association, on behalf of a unit of pilots and co-pilots employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (L.G., Mar.,

p. 214). The Canadian Air Line Pilots' Association had intervened.

6. Maritime Airline Pilots Association on behalf of a unit of operations personnel employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (L.G., Mar., p. 214).

7. Association of Radio and Television Employees of Canada, on behalf of a unit of employees of Western Manitoba Broadcasters Limited, Brandon, Man. (CKX, CKX-TV, CKX-FM) (see "Applications for Certification Received," below).

### Representation Votes Ordered

1. National Syndicate of the Employees of Ogilvie Flour Mills Co. Ltd. (CNTU), applicant, The Ogilvie Flour Mills Company, Limited, Montreal, Que., respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot (L.G., Feb., p. 127) (Returning Officer: Miss M.-P. Bigras) (one vote ordered, see item 4, below).

2. National Syndicate of the Employees of Robin Hood Flour Mills Ltd. (CNTU), applicant, Robin Hood Flour Mills Limited, Montreal, Que., respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: Miss M.-P. Bigras) (one vote ordered, see item 5, below).

3. National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, applicant, Robin Hood Flour Mills Limited, Montreal, Que., respondent (stationary engineers), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: Miss M.-P. Bigras) (see item 5, below).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, The Ogilvie

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



Flour Mills Company, Limited, Montreal, Que., respondent, and the National Syndicate of the Employees of Ogilvie Flour Mills Co. Ltd. (CNTU), intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: Miss M.-P. Bigras) (one vote ordered, see item 1, above).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, Robin Hood Flour Mills Limited, Montreal, Que., respondent, and the National Syndicate of the Employees of Robin Hood Flour Mills Ltd. (CNTU), intervener. The Board directed that the names of both the applicant and intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: Miss M.-P. Bigras) (one vote ordered, see item 2, above). The National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers

of America, had intervened on behalf of the stationary engineers employed by the respondent. The Board excluded the stationary engineers from the voting unit in this case and ordered a separate vote in the application for certification made by Local 14850 on behalf of the stationary engineers (see item 3, above).

6. Ian Byers, *et al.*, applicants, Kitchener-Waterloo Broadcasting Company Limited, Kitchener, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent. The Board ordered a vote following consideration of an application for revocation of certification (L.G., Jan. p. 39) (Returning Officer: A. B. Whitfield).

### Applications for Certification Rejected

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

America, applicant, and Transport D'Anjou Inc., Rivière-du-Loup, Que., respondent (L.G., March, p. 213). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2 and 3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant and intervener, the National Syndicate of the Employees of Maple Leaf Mills Limited (CNTU), applicant and intervener, and Maple Leaf Mills Limited, Montreal, Que., respondent (Henri Julien Warehouse) (L.G., Feb., p. 129). The applications were rejected for the reason that the Board considered on the evidence that it lacks jurisdiction because the operations carried on by the company at its Henri Julien Warehouse are not such as to bring it within the scope of Section 53(g) of the Industrial Relations and Disputes Investigation Act, not being such as to be deemed to be "a work for the general advantage of Canada" within the meaning of Section 45 of the Canadian Wheat Board Act or Section 174 of the Canada Grain Act.

#### **Applications for Certification Received**

1. Association of Radio and Television Employees of Canada, on behalf of a unit of employees of Western Manitoba Broadcasters Limited, Brandon, Man. (see "Applications for Certification Granted," above) (Investigating Officer: J. S. Gunn).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Central Ontario Television Limited, Kitchener, Ont. (CKCO-TV and CKKW) (Investigating Officer: A. B. Whitfield).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Local 938, General Truck Drivers, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of A and H Express Lines Ltd., Port Credit, Ont. (Investigating Officer: A. B. Whitfield).

4. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 977, on behalf of a unit of grain handlers, employed by Cargill Grain Company Limited, Baie Comeau, Que. (Investigating Officer: R. L. Fournier).

5. International Longshoremen's Association Local 1842 and Local 1869, on behalf of a unit of stevedores and freight checkers employed at the port of Kingston, Ont., by Eastern Canada Stevedoring Company Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

6. The National Syndicate of the Employees of the Trucking Industry Saguenay Lake St. John Inc., Tremblay Express Section, applicant, on behalf of a unit of employees of Tremblay Express Limited, Jonquière, Que. (Investigating Officer: R. L. Fournier).

7. Local 501, International Longshoremen's and Warehousemen's Union, Canadian Area, on behalf of a unit of dock employees of the National Harbours Board, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

8. General Drivers, Warehousemen and Helpers Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Empire Freightways (Midland Superior) Limited, Winnipeg, Man. (Investigating Officer: J. S. Gunn).

#### **Application for Revocation Received**

Albert G. Chayer, applicant, Seafarers' International Union of North America, Canadian District, respondent, and National Harbours Board, Montreal, Que., respondent. The application was for the revocation of the certification issued by the Board on August 25, 1961 to the respondent union in respect of a unit of marine engineers employed aboard the tugs *Sir Hugh Allan* and *Glenkeen* by the National Harbours Board at Montreal, Que. (L.G. 1961, p. 1035).

#### **Request for Review Received**

Request for review of the certificate issued by the Board on November 3, 1961, affecting the National Association of Broadcast Employees and Technicians, applicant, and Canadian Marconi Company, Montreal, Que., respondent (CFCF and CFCF-TV) (L.G. 1962, p. 50).

#### **Request for Review Withdrawn**

Request for review of the certificate issued by the Board on September 27, 1961, affecting Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., applicant, and Hector Broadcasting Co. Ltd. (Radio Station CKEC), New Glasgow, N.S., respondent (L.G., Mar., p. 215).

#### **Application for Revocation Granted**

Marc Charron, *et al*, applicants, La Compagnie Nationale au France (Reservations Section), Montreal, Que., respondent, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). Local 698 respondent.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Railways and Canadian National Railways Police Association (Conciliation Officer: C. E. Poirier).

2. Central Mortgage and Housing Corporation and Region 76, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier).

3. Toronto Harbour Commissioners and Toronto Harbour Commissioners Employees' Union, Local 186 (Conciliation Officer: T. B. McRae).

4. North-American Elevators Limited and Syndicat Catholique et National des Débardeurs de Sorel Inc. (Conciliation Officer: C. E. Poirier).

5. Bell Telephone Company of Canada (Directory Sales Department, Eastern Region) and Local 57 of the Officer Employees' International Union (Conciliation Officer: C. E. Poirier).

6. Ottawa Transportation Commission and Division 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: T. B. McRae).

7. Cubana Airlines Limited, Montreal, and Canadian Air Line Dispatchers' Association (Conciliation Officer: C. E. Poirier).

8. St. Lawrence Seaway Authority and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

9. Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

## Settlements by Conciliation Officers

1. Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen, Lodge No. 611 (Conciliation Officer: T. B. McRae) (L.G., March, p. 215).

2. Northern Telephone Company Limited, New Liskeard, Ont., and District 10 of the Communications Workers of America (Conciliation Officer: T. B. McRae) (L.G., March, p. 215).

3. Soo-Security Motorways Ltd., Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

(Conciliation Officer: J. S. Gunn) (L.G., Feb. p. 131).

4. TransAir Limited, Winnipeg, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: J. S. Gunn) (L.G., Nov. 1963, p. 1016).

5. Toronto Harbour Commissioners and Toronto Harbour Commissioners Employees' Union, Local 186 (Conciliation Officer: T. B. McRae) (see above).

## Conciliation Boards Appointed

1. Negotiating Committee representing the Associated Non-Operating Unions, and Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway Company; The Midland Railway Company of Manitoba; and The Cumberland Railway Company (Sydney and Louisburg Division) (no conciliation officer previously appointed.)

2. Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (L.G., March, p. 215).

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in January to deal with a dispute between Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 215) was fully constituted in February with the appointment of the Honourable Mr. Justice Ouimet of Montreal as Chairman. Mr. Justice Ouimet was appointed by the Minister on the joint recommendation of the other two members of the Board, Camille Archambault and Reuben Spector, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

## Conciliation Board Report Received

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Oct. 1963, p. 899). The text of the report is reproduced below.

## Settlement Reached After Board Procedure

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (see above).

# Report of Board in Dispute between

*Canadian Broadcasting Corporation  
and*

*National Association of Broadcast Employees and Technicians*

Your Board of Conciliation met the parties in Ottawa first on October 22 and 23, and again on November 2 and 3, and the Board met in executive session in Belleville on November 24, 1963.

There appeared before the Board of Conciliation on behalf of the Corporation:

John Brooke, Q.C., Counsel  
Clive McKee, Director, Industrial and Talent Relations  
Cliff Kelley, Assistant Director, Industrial and Talent Relations  
Lloyd Langille, Senior Engineer, Montreal  
Reg Horton, TV Technical Director, Toronto  
Guy Fontaine, TV Technical Director, Montreal  
Peter Burgess, TV Technical Director, Edmonton  
D. J. Van Bommel, Supervisor, Personnel Relations  
Derek Nelson, Manager, Industrial Relations  
Jack MacDonnell, Salaries Research Officer  
Harry O'Grady, Liaison Officer, Accounting and Industrial and Talent Relations  
Ron Freeman, Supervisor, Industrial Relations, Toronto  
Gerry Belisle, Supervisor, Industrial and Talent Relations, Montreal  
Margaret Crombie, Secretary.

And on behalf of the union:

E. B. Jolliffe, Q.C., Counsel  
T. J. O'Sullivan, Director for Network Affairs  
R. B. Boyd, Committee Secretary  
R. Manson, Representative, Toronto  
J. Benoit, Representative, Montreal  
P. Robillard, Representative, Montreal  
I. Stephen, Representative, Vancouver  
F. H. Wadsworth, Representative, Ottawa  
B. Mather, Representative, Toronto  
M. Jakymiw, Montreal (Observer)  
J. Thibault, Ottawa (Observer)  
P. Gauer, Ottawa, (Observer).

At these meetings, the Board heard the submissions and arguments of both parties, in which all matters in dispute were thoroughly explained to the Board. The Report of the conciliation officer advises that

all items are in dispute as reported to the Department of Labour on May 2, 1963. All items remained in dispute at the opening of the Board hearings. These items were numerous and the Board does not intend to list them.

After an exhaustive effort to settle the issues in dispute, the Board was not successful, and there then remained 12 items of dispute upon which the Board feels it necessary to report. These matters are:

1. Wages.
2. Request for premiums under Article 23 in certain film assignments.
3. Request that St. John Baptiste Day have the same status as a statutory holiday in the Province of Quebec.
4. Create a new group known as II—D as of April 1, 1964. (This is a request for a new group to be created of technicians performing combined functions, and the demand also includes a request for at least one further increment increase for this group.)
5. To have the French text of the collective agreement have equal force and recognition with the English text.
6. A clause relating to the operation by a film camera man of camera and sound on film equipment drawn [up] in such a way that the operation by a film camera man alone will be permitted, but that if the operation requires more than one man, a technician within the bargaining unit to be assigned.
7. NAGRA lists under Article 46.2.4. The union requests that these lists shall be continued. The Corporation, however, wants the list completely done away with or greatly enlarged, as to number, function, and location.
8. Tape-editing lists. The union wants these continued without further additions. The Corporation wants to be free from such lists.
9. Group III announcer-operators. The union wants a minimum of five to be promoted to this group during the year 1964. The Corporation is willing to open Group III to announcer-operators, but the promotion of technicians into this group to be entirely within the discretion of the Corporation.
10. The union requests certain protection against technological layoffs to be embodied in the agreement.

During December 1963, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians.

The Board was under the Chairmanship of His Honour Judge J. C. Anderson of Belleville, Ont. He was appointed by the Minister on the joint recommendation of the other two members, J. W. Healy of Toronto, and Prof. Charles Taylor of Montreal, nominees of the Corporation and Association respectively.

After giving consideration to the Report, the parties asked the Minister to reconvene the Board to reconsider, clarify or amplify certain recommendations in the Report. The Board met and submitted a clarification to the Minister on December 28, 1963. This clarification was released to the parties who, after studying it, again requested the Minister to have the Board meet. The Board issued a final clarification on January 27, 1964, and following further meetings between the parties, the dispute was settled in February. The Report and clarifications are reproduced here.



11. All items upon which understanding was reached during negotiations other than those mentioned herein to be embodied in the text of the agreement.

12. The term of the agreement is in dispute.

In dealing with the above-mentioned matters, the Board will deal with the matters set out in the order in which they are set out, *except as to wages and length of contract*, and these will be dealt with at the end of this report.

*Item 2. Re Article 23.1.8*—This is a request for increase in film assignment premiums under Article 23.1.8. During negotiations there was a tentative agreement on this request, and the Board therefore recommends that the tentative agreement be incorporated in the new contract. The result of this agreement will be that 23.1.8 shall, in the new contract, read as follows:

A differential of 15 (fifteen) per cent of the basic rate shall be paid for each hour worked on such assignments. This differential shall not be deemed overtime, or part of the base pay.

*Item 3. St. John Baptiste Day*—The union has requested that St. John Baptiste Day in Quebec be restored to the status of a statutory holiday and not simply a Corporation-declared holiday.

At present there are nine paid holidays, and in addition to that, the contract provides that any day duly proclaimed by federal, provincial or municipal authorities as a public holiday in the area in which the place of employment is located, shall also be considered a paid holiday. In 1953, which was the date of the signing of the first collective agreement, and until 1962, St. John Baptiste Day was treated as a paid statutory holiday, and work on this day was paid as provided in Article 24.1.1, that is, at the time-and-a-half rate computed separately from the work week.

In 1962, Management discontinued recognition of St. John Baptiste Day under said Article 24.1 and decided that this would be recognized as a Corporation-declared holiday under Article 24.2, and work on this day would be paid as provided in Article 24.2.1, that is, at the basic rate computed separately from the work week.

The Corporation submits that to make St. John Baptiste Day a statutory holiday is adding still another cost of operation, and that, as the broadcasting industry is a seven-day-a-week business, it does not by choice require its employees to work on holidays, and the Corporation says that since it already recognizes nine statutory holidays, plus any days duly declared by federal, provincial and municipal authorities as

public holidays, and since it is already willing to recognize other days not duly proclaimed as Corporation-declared holidays, that it should not now be expected to include St. John Baptiste Day as a statutory holiday unless this day is duly proclaimed such by federal, provincial or municipal authorities as a public holiday. The Corporation, however, is prepared to agree that, for the life of the agreement, St. John Baptiste Day will be treated as less than a Corporation holiday.

It would seem to your Board that St. John Baptiste Day is in a place somewhere between a recognized statutory holiday and one which is not officially proclaimed by federal, provincial or municipal authority as a public holiday. The employees of the Corporation in Quebec enjoyed the recognition of this day as a statutory holiday from 1953 until 1962, and it would be the view of the Board that this day should be restored to the status of a statutory holiday, and in so doing, it does not feel that this would create a precedent where in some provinces or in some municipalities some particular day is recognized as a holiday but without public proclamation of the same as being a holiday.

*Item 4. New Classification*—The Union has proposed a new classification to be called Technician II-D, to include those employees who perform a combination of job functions detailed separately under Paragraph 7 of the job specification of Technician (General, Sound), or Paragraph 8 of the job specification of Technician (General, TV).

It appears that as a result of recent technological changes in the broadcasting industry, newly designed electronic equipment allows one man to perform functions previously requiring two or three persons to perform. An example of new equipment includes TV cameras that are operated from a remote location, thus not requiring a camera man; and film projectors that, once loaded with film, are operated from a remote location, and automatically stop and reset for the next operation at the conclusion of the film showing. In some places, a control room technician, from his console position, can now perform a number of functions. That is, he can operate film projector video tape more or less from the camera, and select the picture to be broadcast from film tape or live studio.

The Corporation contends that the new functions that a man performs have so changed the work requirement that, as a result of the new equipment, the work requirement that formerly had to be performed by several men can easily be per-

formed by one man. So the Corporation feels that it is asking its employees to utilize equipment in a fashion consistent with the new designs, and is not asking one man to perform work that was previously done by several.

On the other hand, the union submits that when employees perform a combination of job functions detailed separately under Paragraph 7 of the specifications of Technician, or Paragraph 8 of the job specifications of Technician (General, TV), it requires greater skills, and in any event, the technician should be paid more for the combined operations, and that all the benefit of technological change should not accrue to management.

The parties have agreed to undertake a study of technological change, and the Board's recommendation is that problems arising out of the combining of job functions—whether or not there should be any recognition by upgrading the technicians who do the combined functions—should be referred to a joint study during the life of the forthcoming contract.

In the meantime, the Board is not prepared to recommend the changes sought by the union, namely, the setting up of a new group with a higher pay scale.

*Item 5. Re Article 76.1*—The union requests that Article 76.1 of the current agreement should read as follows:

Both the French and the English texts of this agreement shall be considered official texts having equal force, and either may be quoted or relied upon by either party.

During the efforts at conciliation, the Corporation advised that it was willing to concede this request.

The Board therefore recommends that the text of the agreement, both in English and French, shall be considered official texts having equal force.

It is, however, recognized that there may be some time lag before an official French text can be prepared and executed. The Board leaves it to the parties to work out the method of preparing the French text and making sure that it conforms in wording and intent to the English text, but it also suggests that as soon as the official English text has been executed, that the parties should then turn to the preparation of a French text, and that when this has been prepared, it should be executed, and then both the French and English texts will be considered official texts having equal force.

*Item 6. Re Article 46*—The Corporation has proposed a change in Article 46 that will permit the sound equipment associated

with film cameras to be operated by the film camera man.

The camera equipment that is now available is light and compact, and the sound-recording amplifier can be carried over the camera man's shoulder, or attached to the camera itself. Formerly, where a camera was operated, a technician was required to operate the sound equipment that went along with the operation of the film camera, and the difficulty in this area arises partly because the film camera men are not members of the NABET bargaining unit.

Your Board is of the opinion that with proper safeguards, the Corporation should be allowed to have sound-on-film assignments operated by a film camera man without requiring a technician to accompany the camera man, and Article 46.2.9, the Board recommends, should in the new contract read as follows:

Film camera men on one-man film assignments who may operate sound recording equipment as well as the camera (whether or not what is recommended has been existing practice).

It is understood, of course, that this relates only to situations that are known as one-man film assignments, or in other words, it restricts the film camera man's use of sound-recording equipment to those cases where the camera man can operate this equipment and the camera as well without additional help.

*Item 7. NAGRA Lists under Article 46.2.4*—Under the present contract, Article 46.2, the Corporation agrees not to assign to persons outside the bargaining unit duties performed by members of the bargaining unit, but it is agreed that the Corporation shall not be required to alter the existing practice with regard to the following. Then after certain exceptions, Article 46.2.4 goes on to say:

Program personnel engaged in areas of specialized broadcast activity who may be required to use one-man portable recorders in the performance of their normal duties, i.e., NAGRA, WIREK, or other comparable equipment, to record interviews, commentaries and related material. Such personnel are set forth under separate cover.

An Article 46.2.5 sets out a further exception as follows:

Program personnel engaged in areas of specialized broadcast activity who audition, time and mark tape in the performance of their normal duties on equipment specifically set aside for their own use who may also be required to splice tapes. Such personnel are set forth under separate cover.

The operation of recording equipment has been recognized as being within the union's jurisdiction since the first agreement, but, since the first agreement likewise, the Union has recognized that program personnel are



required to operate one-man portable recorders in the normal performance of their work. In the past, a good deal of the outside recording was done with bulky recording equipment fitted in cases, and required a technician for its operation. At present, however, the one-man portable recorder has greatly improved and become much smaller. Therefore its use by program personnel has become more frequent.

It is the Corporation's submission that live broadcasts have been replaced largely by a system of pre-recordings made at convenient times and places for broadcast at appropriate times, and that the time has come when this type of equipment, NAGRA and WIREK, etc., should be placed at the convenience of anybody so designated by the Corporation to operate it. The Corporation, as has been stated above, wants the jurisdiction by the union to be relaxed so that program personnel engaged in this program activity using portable recorders may be freely used as required.

Both the Corporation and the union are not satisfied with the present arrangement of naming persons to operate this equipment. The Corporation says that the arrangement is unsatisfactory in three ways:

First, it wants to add to the program people who operate this equipment, news men and announcers.

Second, even where the person named at a certain location is agreed on, that person in the past has not been able to operate the equipment in any other location. Management would like to have individuals on the list to have access to the equipment anywhere in the CBC system.

And third, there have been difficulties and disputes arising concerning the interpretation of the words "in the performance of their normal duties."

*Item 8. Tape-Editing Lists*— There is also a jurisdictional dispute over the editing of the tape material. The union wants all editing returned to the technicians, and the Corporation says that the editing required is simply cutting and splicing, and should be done by the person who operates the tape recorder and takes the interviews.

#### *Board's Recommendation—7 and 8*

The Board's recommendation is that personnel engaged in programming who are required to use NAGRA equipment or WIREK equipment, or similar equipment, and who are required to edit their own tapes, should be allowed to do so, and that the Corporation should draw up a list of such people, and that the list may be amended as changes occur. Further, that if one person is given as being at a certain location, he may use the equipment at another location, provided the Union is advised that such use is to take place, but

that such list should not be enlarged beyond that submitted by the Corporation to the Union during Conciliation Board hearings.

The Board should also state that this recommendation should be limited to the duration of the next contract and then should be open for renegotiation. In the meantime, a joint study committee of both Management and Union should be set up to study the question of jurisdiction over this equipment, with a view to finding a satisfactory solution to the jurisdictional problem and doing away with the lists during the period before referred to.

*Item 9. Re Announcer-Operators*—The Union requests that Group III be open to announcer-operators and that a minimum of five be promoted to this Group III during the year 1964.

There is a job classification in the NABET called announcer-operator. The latter performs a combined function of announcer and technician in some CBC centres. The wage range of announcer-operators is in Group II-C, and it is the union's submission that because these operations have been combined they have been down-graded to some extent. The Corporation is willing to concede that Group III be open on promotion by way of merit and under the terms of the Contract to announcer-operators, but it is not willing to contract that a certain number of the announcer-operators be promoted within a certain time to Group III.

#### *Board's Recommendation*

The Board recommends that Group III be open to announcer-operators, and the fact that this group is to be open to announcer-operators means that it is possible, and in the course of time there should be announcer-operators promoted to this group. The Board is satisfied that if the management opens Group III to announcer-operators, it will actually promote qualified people within the term of this agreement to Group III.

*Item 10. Technological Lay-offs*—It will be seen that if the recommendations above set out are carried out and a contract containing them, is entered into, there may be personnel who are now performing functions within the NABET unit who will no longer be performing the functions they are presently performing.

NABET is a technical unit, and the Board is of the opinion that NABET is just as anxious as the Corporation to enter into a collective agreement that will permit utilization of new equipment, taking advantage of technological changes in the industry, provided its unit is protected from layoff or from lack of job opportunity.

### *Board's Recommendation*

The Board therefore recommends that there should be changes in the layoff provisions of the contract, particularly relating to layoffs occasioned by technological change combining the functions of technicians, or the loss of work that was formerly within the technical unit to personnel outside the unit, and that such improvements in the lay-off provision should contain as a minimum the following clause:

No present employee shall be laid off by reason of technological change. Such employees whose work is surplus by reason of technological change may be reassigned as a result of a particular change, but the Corporation agrees that no present employees will be laid off because of such change, and that no present employee re-assigned as a result of technological change will be re-assigned to a group or to a salary less than he is receiving at the time of such re-assignment, and that his position on the progressive groupings resulting from years of service shall not be detrimentally affected thereby.

*Item 11. Amendments to Collective Agreement as Agreed upon during Negotiations—*The Board recommends that all matters that have been agreed upon during negotiation up until the time of the meeting of the Board of Conciliation should be incorporated in the new agreement.

*Items 1 and 12. Premium paid for Sundays, and Wages—*The union proposed that all work performed on Sunday be compensated for at 10 per cent of the basic rate computed separately from the work week, and that such premium for Sunday work shall not be deemed overtime or part of the base pay and shall be in addition to any other premium paid. The union submits that there is little or no evidence that Sunday has been treated any differently from other days insofar as the assignment of work is concerned, and that the Corporation's undertaking to make every effort to schedule two days off on week-ends as frequently as possible without penalty for Sunday work is valueless. The union further submits that many programs are recorded on Sunday that could be recorded on other days of the week.

The Corporation in reply says that it has been the practice to schedule minimum crews on Sunday, and only operates on Sunday because it is the nature of the business, and as it has peak audiences on Sunday, it must provide service to the greatest possible number of Canadians on that day. It further states that all production groups recognize and accept the necessity of the broadcast industry's and the Corporation's requiring programming to take place on Sunday.

### *Board's Recommendation*

The employees' desire to be free from work on Sunday is understandable. On the other hand, it is common knowledge that in an industry of this kind, programming, both live and taping, must be done on Sunday to some extent if it is to be done at all.

In view of the recommendations herein-after made with respect to increase in wages, and in view of the recognition that the broadcasting business requires technicians to work on Sunday, the Board is not prepared to recommend that any premium pay be attached to Sunday work.

*Wage Increase—*Both the Corporation and the union spent a great deal of time presenting to the Board their view of the present wage structure, the Corporation arguing that there should be no increase and the union arguing that there should be very substantial increases. Each party was able to marshal certain statistical information and submitted argument to support its respective point of view. The present contract expired on March 31, 1962.

### *Board's Recommendation*

Having as carefully as possible analysed the submissions of both parties with respect to wages, and having in mind that some considerable time has now elapsed since the expiry of the last contract, your Board of Conciliation recommends that there should be an increase in wages as follows:

An increase of 3 (three) per cent effective April 1, 1963, on wages being paid on March 31, 1963.

A further and additional increase of 4 (four) per cent on March 1, 1964, based on wages being paid on March 31, 1963.

A further and additional increase of 3 (three) per cent effective on February 1, 1965, based on wages paid on March 31, 1963.

The contract to expire on January 1, 1966.

This represents a 10 per cent increase on basic rates as in effect on March 31, 1963, over a 33-month period.

All of which is respectfully submitted.

(Sgd.) J. C. Anderson,  
Chairman.

I concur, with some reservations on Items 3, and 1 and 12. See Addendum:

(Sgd.) J. W. Healy,  
Member.

I concur, with some reservations on Recommendations 7 and 8. See Addendum:

(Sgd.) Charles Taylor,  
Member.

Dated at Belleville, Ont., this 17th day of Dec., 1963.



### Addendum by J. W. Healy

I have concurred in the Report of the learned Chairman with some reservations respecting his recommendations on Items 3 and 1-12.

*Item 3*—While it may be, as the Chairman finds, that St. John Baptiste Day should be restored to the status of a statutory holiday, I think the parties should continue to rely in the determination of the status of holidays on proclamation by the appropriate governmental authorities.

*Items 1 and 12*—It seems to me that the Chairman's recommendation of a 10 per cent increase in wages over a period of 33 months from the expiry date of the previous collective agreement is somewhat higher than can be justified. In my view, such a substantial increase on the present high level of wages should be apportioned over a period of at least three years from the said expiry date.

I raise one further point, solely for clarification. The Chairman states in his first paragraph under "Item 10—Technological Layoffs" that if the recommendation "above set out" (i.e., those relating to sound on film, NAGRA and WIREK equipment, and the editing of tape) "are carried out . . . , there may be personnel who are performing functions within the NABET unit who will no longer be performing the functions they are presently performing."

In its Brief, on page 32, within the section devoted to its submission on the sound-on-film issue, the Corporation indicated its willingness to ensure that there would be no layoffs. Whether or not the Corporation also had in mind changes occasioned by the use of NAGRA and WIREK and the editing of tape, I think the Board's recommendation on this issue is limited to the specific technological changes concerning which recommendations have been made, and is conditional upon their acceptance. (Obviously, no employer can guarantee permanent employment and this is particularly true of the changing broadcasting industry.) It is with this understanding that the recommendation of the Chairman on this item has my concurrence.

All of which is respectfully submitted.

(Sgd.) J. W. Healy,  
Member.

Toronto, December 5, 1963.

### Addendum by C. M. Taylor

I concur with the report in general, but I have some reservations regarding the recommendation on Items 7 and 8, touching the lists of names of Corporation personnel, outside the NABET bargaining unit,

who have access to portable sound-recording equipment and tape-editing equipment.

The claims of the Management and the union as to the facts of the case, and as to the experience they have had in the past, operating with these lists, are pretty far apart. Both sides seem agreed on one thing only, that this experience has been unpleasant.

It is very difficult for myself, as a layman, to judge the merits of this case without prolonged study, but I believe that there is some hope that after more careful study and consultation, the parties can come to a less cumbersome and more mutually satisfactory arrangement. Both sides are agreed that there must be some exceptions to the Unions' jurisdiction in this field; it is a matter of drawing a line and selecting the criteria.

I would therefore prefer to recommend on this point the status quo for the life of the agreement, pending consultation between the parties in the attempt to find a solution that would become an integral part of the next agreement.

(Sgd.) Charles M. Taylor,  
Member.

### Clarifications and Amendments

Your Board has been asked to clarify and amend, if necessary, to provide for such clarification of certain sections in its Report.

Therefore your Board now clarifies and recommends as follows:

The Board's Item 8 and the Board's Recommendations Nos. 7 and 8 on page 9 [of the original Report] should be deleted and the following substituted therefor.

*Item 8*—There is also a jurisdictional dispute over the editing of tape material. The union wants all editing returned to the technicians, and the Corporation maintains that editing must often be done by program personnel who are responsible for program value—either by the person who has recorded the tape or by another—and that such editing can be done without the assistance of a technician, and that the efficiency of the operation sometimes requires that it be done in this way.

### Board's Recommendation—7 and 8

The Board's recommendation is that personnel engaged in programming who are required to use NAGRA equipment or WIREK equipment, or similar equipment, or who are required to edit tape, should be allowed to do so without the assistance of a technician, and that the Corporation should draw up a list of such people, and that the list may be amended as changes occur. [Further], that if one person is

given as being at a certain location, he may use the equipment at another location, provided the Union is advised that such use is to take place, but that such list should not be enlarged beyond that submitted by the Corporation to the Union during Conciliation Board hearings.

The Board should also state that this recommendation should be one limited to the duration of the next contract and then should be open for renegotiation. In the meantime, a joint study committee of both Management and Union should be set up to study the question of jurisdiction over this equipment, with a view to finding a satisfactory solution to the jurisdictional problem and doing away with the lists during the period before referred to.

All of which is respectfully submitted.

(Sgd.) J. C. Anderson,  
*Chairman.*

(Sgd.) J. W. Healy,  
*Member.*

(Sgd.) Charles Taylor,  
*Member.*

Dated at Belleville, Ont., this 27th day of December, 1963.

#### **Reconsiderations, Clarifications and Amendments**

Pursuant to the directions given to the Board by the Director of Industrial Relations, your Conciliation Board established to deal with the above-mentioned dispute reconvened in Belleville on Thursday, January 23, 1964, and heard the full submissions of both parties with respect to those sections of the Board Report that required to be reconsidered and clarified or amplified.

And in order to include in a Report to you, all matters in one document that the Board has, in the past or in the present sitting, found it necessary to reconsider, clarify or amplify, the Board now reports as follows:

*Item 2. Re Article 23. 1.8*—This deals with an increase in film assignment premiums and overtime pay under Article 23. During negotiations, there was a tentative agreement on the Union's request to alter this Article, and the Board therefore recommends that the tentative agreement be incorporated in the new contract. The result of this agreement will be that 23.1.8 shall, in the new contract, read as follows:

A differential of 15 per cent of the basic rate shall be paid for each hour worked on such assignments. This differential shall not be deemed overtime, or part of the base pay.

In addition, the Board recommends that weekly overtime be paid on days off and holidays worked by personnel on such film assignments as defined in Article 23.1.

*Items 1 and 12*—The Board's paragraph and recommendation on wage increase on pages Nos. 12 and 13 [of the original Report] should be deleted and the following substituted therefor.

*Wage Increase*—Both the Corporation and the Union spent a great deal of time presenting to the Board their view of the present wage structure, the Corporation arguing that there should be no increase and the Union arguing that there should be very substantial increases. Each party was able to marshal certain statistical information and submitted argument to support its respective point of view. The present contract expired on March 31st, 1963.

#### *Board's Recommendation*

Having as carefully as possible analysed the submissions of both parties with respect to wages, and having in mind that some considerable time has now elapsed since the expiry of the last contract, your Board of Conciliation recommends that there should be an increase in wages as follows:

An increase of 3 per cent (three per cent) effective April 1, 1963, on wages being paid on March 31, 1963.

A further and additional increase of 4 per cent (four per cent) on March 1, 1964, based on wages being paid on March 31, 1963.

A further and additional increase of 3 per cent (three per cent) effective on February 1, 1965, based on wages paid on March 31, 1963.

The contract to expire on January 1, 1966.

The increases recommended would apply to all remuneration based on wage rates. (The increases do not affect the flat-rate allowances—e.g., for meals.) The increases in the first increment would be fully retro-active to April 1, 1963.

This represents a 10 per cent increase on basic rates as in effect on March 31, 1963 over a 33-month period.

Mr. Healy declined to join in the original recommendation and likewise declines to join in this recommendation.

*Items 7 and 8*—The Board's recommendation on Items 7 and 8 as contained in the Clarifications and Amendments of the 27th of December, 1963, should be deleted and the following substituted therefor.

#### *Board's Recommendation—7 and 8*

The Board's recommendation is that personnel engaged in programming who are required to use NAGRA equipment, or WIREK equipment, or similar equipment, or who are required to edit tape, should be allowed to do so without the assistance of a technician, and that the Corporation should draw up a list of such people, and that the list may be amended as changes occur. [Further], that if one person is given as being at a certain location he may use



the equipment at another location, provided the union is advised that such use is to take place, but that such list should not be enlarged beyond that submitted by the Corporation to the Union during Conciliation Board hearings.

The Board should also state that this recommendation should be one limited to the duration of the next contract and then should be open for renegotiation. In the meantime, a joint study committee of both Management and union should be set up to study the question of jurisdiction over this equipment, with a view to finding a satisfactory solution to the jurisdictional problem and doing away with the lists during the period before referred to.

In order to make Section 46.2.4 and 46.2.5 of the present contract clear, a change will be necessitated in this wording that will have the affect of allowing the Corporation to use, under this Section, all personnel engaged in programming, instead of the limitation imposed by Section 46.2.4 and 46.2.5, which states that program personnel are to be allowed [to be used] only if they are engaged in areas of specialized broadcast activity.

The words the Board has used are "personnel engaged in programming," and the Management and the Union are best fitted to understand what is meant by this phrase, but it is obvious that there is no intention on the part of the Board to dilute the description of "personnel engaged in programming," so as to include people who are performing functions that are not being presently performed by the personnel who are named in the list above mentioned.

Mr. Taylor did not concur with the original recommendations on these items, and does not concur with the amplification. As to the question whether this represents the intention of the original Majority Report, Mr. Taylor concurs insofar as this incorporates the previous amplification on these Items of December 27th, 1963.

All of which is respectfully submitted.

(Sgd.) J. C. Anderson,  
Chairman.

(Sgd.) J. W. Healy,  
Member.

(Sgd.) Charles Taylor,  
Member.

Dated at Belleville, Ont., this 24th day of Jan. 1964.

## Canadian Railway Board of Adjustment No. 1 Releases Decisions in Six Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released decisions in six cases heard on February 11.

The first dispute was over the claim of a conductor and crew for 100 miles on each of four days when their assignment was cancelled, the third over the claim of conductor and crew for a day's pay for time held in service after they had completed work for the day, and the fourth over the claim of a conductor and a trainman for payment for time held away from home.

The second case concerned a yardmaster's appeal against suspension.

The fifth was over the claim of yard firemen for time lost when their assignment was reduced from six to five shifts a week. The sixth was over claims by three conductors and crews for payment as two separate trips when a turnaround combined deadheading and work service.

The Board did not sustain the employees contention in the first, fifth and sixth cases.

The contention of the employees was sustained in the second case to the extent that demerit marks were substituted for the suspension, in the third case to the extent that the crew was paid continuous time from

9.30 p.m. one day to midnight the following day, and in the fourth case to the extent that the claimants were paid at through straight rates for the run.

The six cases, Nos. 816 to 821, are summarized below.

**Case No. 816.**—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen over the claim of a conductor and crew for 100 miles for each of four days when their assignment was cancelled.*

A conductor and crew were assigned in through freight service to a train that left Montreal on Sunday, Tuesday and Thursday and returned the following days. In 1960, the December 25-26 runs were cancelled, as were the January 1-2, 1961 runs.

The conductor and crew claimed 100 miles each of the four days; the company declined the claims.

The union, in its contention, quoted an article in the trainmen's agreement that stated that trainmen would make their regularly assigned run "notwithstanding the trains may be late or running ahead of time." The union argued that when the run had been advertised trainmen who

applied for it had had reason to believe that their services would be used on the specified days, and that therefore certain minimum earnings were implied.

The union contended that, in accordance with the article it had quoted, the crews assigned to the service were entitled to be paid for the days in question, even though the runs had not been made.

The company contended that the bulletin of assignments did not establish entitlement to minimum earnings, except as provided under the guarantee rules of the agreement. The positions of the trainmen making the claim were subject to a monthly guarantee, and the Brotherhood was in fact trying to claim a daily guarantee in a class of service covered by a monthly guarantee, the company argued.

The cancellation of a trip in a month covered by a monthly guarantee was a thing that had been taking place for many years under the terms of the various running trades agreements, and this was the first time that the Brotherhood had tried to claim pay on a day-to-day basis under such circumstances, the company said. It argued that the clause quoted by the union applied only when a "regular assigned trip or run" was actually operating, and that it did not establish a right to either a monthly or daily guarantee when a trip was cancelled.

The Board said that it could find no rule to substantiate the employees' claim, and that the method to be used in cancelling through freight assignments should be arranged between the parties.

The contention of the employees was not sustained.

**Case No. 817—***Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Railroad Trainmen over the appeal of a yardmaster against a suspension.*

A yardmaster was charged with being inefficient in the performance of his duties in connection with the handling of a speed train through a terminal, and with insubordination to the general yardmaster when questioned as to the marshalling of the fill-out for the train. In consequence, he was suspended for 60 days.

The union appealed against the suspension, denying that the facts supported the general yardmaster's charges against the yardmaster. It asked for the man to be returned to service with pay for the time held out of service.

The company contended that according to the evidence the suspension was justified.

The Board found that although the evidence showed carelessness and indifference on the part of the yardmaster, the

discipline was too severe for the offence. It sustained the contention of the employees to the extent that assessment of demerit marks should be substituted for suspension and that the yardmaster should be compensated for loss of earnings.

**Case No. 818—***Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Railroad Trainmen over the claim of a conductor and crew for a day's pay for time they were held in assigned work train service after they had completed work for the day.*

After finishing work on Saturday, a conductor and crew in assigned work train service were run home from the unloading point and released. On Sunday they were ordered to report for work at 9:30 p.m. in order to be back at the loading point early enough on Monday morning; they began work 15 minutes after midnight and worked continuously until 7:45 p.m. that day. The crew were paid for 19 hours and 45 minutes but claimed a further 8 hours (or 100 miles) pay for the remaining 4 hours and 15 minutes not worked on Monday. The claim was declined.

In support of the claim, the union in its contention quoted an article of the agreement that, they said, entitled trainmen to one trip ticket each working day.

The company stated that for the 19 hours and 45 minutes service performed on Monday the men had been paid a total of 247 miles, which represented 2½ basic days. The company argued that for the men to claim an additional 8 hours pay for Monday was "unrealistic when it is realized that only 4 hours and 15 minutes of the 24-hour period was not worked." It denied that the claim of the agreement quoted by the union could reasonably be interpreted as entitling the crew to an extra day's pay; the rule contained no reference to trip tickets.

The contention of the employees was sustained to the extent that the train crew should be paid continuous time from 9:30 p.m. on Sunday to midnight on Monday.

**Case No. 819—***Dispute between Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen (ex parte) above the claim of a conductor and a trainman for payment for time held away from home while waiting to man their train that did not run on one day but ran the following day and for track miles at through freight rates instead of passenger rates for the run.*

In April 1963 the CPR advertised regular conductors' and trainmen's assignments to take effect at the change of timetable. One of the assignments was advertised "Sun-



day only except May 19, June 30, September 1 and October 13. Will operate Monday, May 20, July 1, September 2 and October 14."

A conductor and trainman who were the successful applicants for the assignment were held at the away-from-home terminal on May 19, when the train did not run, until May 20, when it did run. They claimed for the time held, for initial time at the terminal, and for payment at through freight rates for their tour of duty on May 20. The company declined the claims.

The union had disputed the right of the company to bulletin the assignment in the manner, they had; it had protested when the bulletin was issued. It quoted an article of the agreement, which it asserted gave the company the right to advertise regular assignments only. It contended that "the definition and intent of what constitutes a regular assignment does not give the company the right to include an extra or special train which operates only one day a year. Such trains belong to crews in unassigned service. In the event it is necessary to man such trains with regular assigned passenger crews, they are entitled to payment of through freight rates and under through freight conditions" as prescribed in certain articles of the agreement.

The company stated that the assignment had operated exactly as bulletined. It contended that the train in question was not an extra or special, but a regular passenger train and part of the assignment to which the conductor and the trainman had been assigned. It further argued that one of the articles cited by the union as authority for the claim for through freight rates applied only to unassigned and pool freight crews. As the service performed by the men was part of their regular passenger train assignment they had been properly compensated by payment of passenger rates, the company said.

The contention of the employees was sustained to the extent that the claimants should be paid at through freight rates for the run, the Board decided.

**Case No. 820—***Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Locomotive Firemen and Enginemen, ex parte, over claim of firemen on the Prairie and Pacific Regions for time lost when the company re-bulletined yard service assignments from a six-day week basis to five days.*

On April 28, 1962, the CPR (Prairie Region) re-bulletined all yard assignments for firemen to work five days a week instead of a six-day week as previously. A dispute

arose over different interpretations of the collective agreement entered into by the company and the union after the company won the right not to employ firemen on diesel locomotives in freight and yard service.

A clause in the agreement, signed June 16, 1958, said that firemen with a seniority date prior to April 1, 1956 "will have the right to work in their turn as firemen up to 3,800 miles per month in freight service or six days per week in yard service . . ."

The employees contended that under the clause the firemen with a seniority date prior to April 1, 1956 should be reimbursed for time lost. The employees submitted a separate list of some 1,000 claims, which would "require screening with the company."

The employees further contended that the issues in the case were identical to those of Case No. 811 (L.G., Sept. 1963, p. 814), which was adjudicated by a referee, and in which their contention had been sustained.

The company contended that the article cited by the employees did not conflict with nor supersede the provisions of the agreement entered into after a Royal Commission found that firemen were not required on diesel locomotives in freight and yard service of the CPR and that the company's proposed terms and conditions would be fair to the firemen.

The Board did not sustain the contention of the employees.

**Case No. 821—***Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Railroad Trainmen over claims by three conductors and crews for payment as two separate trips when deadheaded to a terminal to return with a train.*

Winnipeg and Emerson are terminals between which trains regularly run; they are 62 miles apart. On three occasions, three conductors and crews were ordered to deadhead from Winnipeg to Emerson and work the return trip to Winnipeg.

The conductor and crew in each instance submitted claims for a minimum day's pay for deadheading to Emerson, and payment for a separate trip for working the return trip. The company reduced the claims to payment on an hourly basis for deadheading and payment on the basis of a continuous trip in combined deadheading and working service for the actual miles run on the return trip.

The employees contended that, when ordered to deadhead from one terminal to another they were entitled to payment of not less than eight hours. And the return trip "from terminal to terminal in working

service" entitled them to payment of not less than a minimum day.

Both parties based their contentions on different clauses of the agreement. The employees cited the clause that detailed the basis of payment for deadheading and for combined deadheading and working service. The company cited in addition the clause that provided that an objective terminal less than 100 miles from the initial terminal may be regarded as a turnaround point and that trainmen may be run in and out of such a point on a continuous time basis.

The dispute was reheard in the presence of a referee for final and binding determination.

At the hearing before the referee, both parties agreed that if the trips in question had exceeded eight hours there would be no dispute between them as to the appropriate rate of pay. The company pointed out, and the Brotherhood agreed, that the employees' claim would mean paying more for combined deadheading and working than for working both ways.

In his decision, the referee stated that the resolution of the dispute depended in some measure on whether turnaround service maintains its character as such "notwithstanding that the outward or return trip to or from the turnaround point is a deadheading one." He pointed out that the Brotherhood based its contention on one article alone and the company on that article and one other.

The article cited by both parties was headed "Deadheading"; the additional one cited by the company, "Straightaway and Turnaround Service."

The Brotherhood argued that only the first clause of the "deadheading" article applied and that the "combination deadheading and working service" provisions in the second clause could not apply because the deadheading in this case was from one terminal to another and not from a terminal to an intermediate point. Although an objective terminal was a turnaround point under the article cited by the company, this did not mean that such a terminal can be regarded as an intermediate point within the provisions of the second clause of the deadheading article.

But the company argued that when a continuous tour of duty is involved by way of a turnaround, "it is wrong to call the turnaround point a terminal . . . but it is more properly an intermediate point, the mid-point in the total run." Thus, when the continuous tour combines deadheading and working service, which is permitted under

the article cited by the company, the company is entitled to invoke the second clause of the deadheading article for pay purposes.

The referee pointed out that one of the difficulties of the case resided in the meaning of the word "terminal." There was no doubt, he said, that the company regarded Emerson as a terminal for certain purposes, and the union called it such for all purposes. It could also be a turnaround point, as was clear from the agreement. The company had submitted that on a turnaround, the turnaround point and the intermediate point were one and the same, and if the turnaround point was a terminal, it nonetheless could equally be an intermediate point.

The Brotherhood, on the other hand, asserted that an acknowledged terminal (like Emerson) could be a turnaround point for the purposes of the article cited by the company but could not at the same time be an intermediate point for the purposes of the article on which the company was basing payment.

In the referee's opinion, the Brotherhood was correct in contending that under the article cited by the company a distinction is made between a turnaround point that is a terminal and a turnaround point that is an intermediate station. If the service involved in the case were working service both ways, there would be no need to argue about turnaround points being intermediate points; but because deadheading is involved, resort must be had to the article both parties had cited. And that article mentions "runaround" in a context that suggests that a runaround assignment may involve deadheading and hence be a type of combined operation to which the second clause of the deadheading article may apply.

Proceeding on the basis that the deadheading article "comprehends deadheading as part of a turnaround," the referee referred to a third article of the agreement that suggested to him that the initial terminal might be an intermediate point in a turnaround, "and there is hence no reason why a so-called objective terminal may not equally be such a point."

The referee said he conceived the deadheading article as covering deadheading from one terminal to another, deadheading from a terminal to some intermediate point and then to another point in work service, and deadheading and work service in turnaround between terminals.

"It follows from this view that the claims of the Brotherhood must be denied."

The referee's award became the decision of the Board of Adjustment.



## Legal Decisions Affecting Labour

*Supreme Court of Canada upholds constitutional validity of municipal by-law regarding closing hours on Sunday. British Columbia Court of Appeal sets aside conviction for breaching injunction regarding picketing in shopping centre. Supreme Court of Nova Scotia enjoins anticipated picketing of ship. Ontario High Court rules on way to enforce arbitration award.*

The Supreme Court of Canada, in a unanimous decision, ruled that a municipal by-law enacted by the City of Saint John, N.B., providing for the licensing of public billiard or pool rooms and bowling alleys, the conducting of such businesses in an orderly way, and the hours of closing, including Sunday closing, is primarily concerned with matters of merely local or private nature within provincial jurisdiction and is not in conflict with the federal criminal law or the Lord's Day Act.

In British Columbia, the Court of Appeal ruled that picketing on sidewalks outside an employer's premises located in a shopping centre, over which the employer, with the owner and other leaseholders, had the right of easement for the passage of employees and customers, did not constitute a nuisance and was not enjoined, provided that such picketing was done without interrupting or obstructing in any substantial way the passage of people, and if it was carried on in conformity with Section 3(1) of the B.C. Trade-unions Act.

When the evidence indicated an intention on the part of the Seafarers' International Union to picket a ship in the future, the Nova Scotia Supreme Court ordered the continuation of an interim injunction against picketing that was originally granted to allow unloading of the ship on a specific occasion. The Court held that it was entitled to continue an injunction until the trial.

In Ontario, the High Court dismissed a union application for an injunction to restrain violation of an arbitration award on the ground that the Ontario Labour Relations Act provides, in Section 34(9), an effective remedy to enforce the arbitration award, by filing the award with the Registrar of the Supreme Court.

### Supreme Court of Canada . . .

**. . . rules municipal by-law covering Sunday closing not in conflict with federal law**

On October 18, 1963, the Supreme Court of Canada held that the inclusion of Sunday in the hours of closing specified in a regulatory municipal by-law respecting certain businesses was not in conflict with the federal criminal law or the Lord's Day Act. The Court dismissed an appeal from a judgment of the Appeal Division of the New Brunswick Supreme Court that affirmed a conviction for keeping a bowling alley open on Sunday in violation of a municipal by-law.

Further, the Supreme Court held that such by-law does not necessarily carry with it any moral or religious significance but is primarily concerned with the licensing regulations governing closing hours, which are matters of merely local or private nature within provincial jurisdiction.

The licensed keepers of a bowling alley in Saint John, N.B., were convicted for keeping a bowling alley open on a Sunday in contravention of the provisions of a Saint John municipal by-law passed in 1908. The by-law requires, among other things, that bowling alley keepers must have a licence for operating; that bowling alleys must close between midnight and six o'clock in the morning on any week day, and all day on Sunday (Section 3); and that licensed persons were not to permit drunken or disorderly persons on their premises nor keep or permit any gambling device, or permit any disorderly conduct or breach of the peace to take place therein (Section 4). The by-law provided a penalty for a breach of any of the provisions.

It was argued for the licensed keepers that Section 3 was invalid as constituting an encroachment on the field of criminal law. This contention was accepted by the Police Magistrate before whom the information

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

was laid and who, in his reasons for dismissing the charge, stated:

... the by-law—if it were allowed to remain operative—would conflict with ... the Lord's Day Act, in the penalty to be imposed; and the penalty is always considered as part of the statute. ... I would rule that S.3 of the by-law before this Court ... is invalid or inoperative with regard to the matter of Sunday.

On appeal, the County Court Judge before whom the appeal was taken convicted the licensed keepers and in his judgment held:

... that the relevant provision of the Lord's Day Act and the by-law differ in legislative purposes, legal effect and practical effect. The by-law imposes a duty, provides a regulation and control for purposes or objects whose nature and character *bona fide* fall within the field of provincial competence or authority.

The appeal to the New Brunswick Supreme Court, Appeal Division, was dismissed and Chief Justice McNair ruled as follows:

The restrictions in the by-law relating to Sunday operations, viewed in their context, appear intended for other purposes than to compel the observance or prevent the profanation of the Sabbath Day. Like their companion restrictions against night operations they seem in their true nature and character designed to promote purely secular purposes involving protection of the right of people in the community to rest and quiet during the prohibited periods. As such they are, we feel, within the legislative jurisdiction of the province and fit subject-matter for municipal legislation.

In the Supreme Court of Canada, Mr. Justice Ritchie commented that the city charter of Saint John of 1785 empowered the common council of the city to make by-laws for the good rule and government of the residents of the city and for the public good, common profit, trade and better government of the city provided that the by-laws were not repugnant to the laws of England or the province. After Confederation the conferred powers were confined to the sphere of authority allotted to the provinces under the B.N.A. Act.

Mr. Justice Ritchie noted that Section 15 of the federal Lord's Day Act provided that nothing in the Act shall be construed to repeal or in any way affect the provisions of any act or law relating to the observance of the Lord's Day in force in any of the provinces when it came into force. The Act was first passed in 1906 and the impugned by-law in 1908, and is therefore not a law that was in force at the time the Lord's Day Act came into force. The city charter was in force before the Act, but the power of the City of Saint John to make by-laws for the licensing of public billiard rooms, pool rooms and bowling alleys was not questioned by the licensed keepers.

Shop closing hours in particular areas in a province, Mr. Justice Ritchie ruled, are *prima facie* within provincial jurisdiction under Section 92(16) of the B.N.A. Act.

He noted that the precedents dealing with shop hours made them a matter of local interest in the province and not of any direct or substantial interest to the Dominion.

In the decision of Privy Council in *A.-G. Ont. v. Hamilton Street R. Co.*, [1903] A.C. 524, it was held that legislation intended to deal with Sunday observance was part of the criminal law and was reserved to the Parliament of Canada by Section 91(27) of the B.N.A. Act. Mr. Justice Ritchie stated the main question raised by the appeal in the case at bar was whether the impugned by-law had as its true object, purpose, nature and character the preservation of Sunday observance or whether it was merely the local matter of regulating the closing hours of licensed Saint John businesses.

It was submitted for the licensed keepers that the by-law was invalid on the ground that it purported to deal with matters of morals or religious observance that fell within the exclusive legislative jurisdiction of the Parliament of Canada. Mr. Justice Ritchie did not accept this argument and stated that the prohibition dealing with the closing hours of bowling alleys specified in Section 3 of the by-law cannot be isolated from the rest of the by-law. The impugned section, when the enactment is read as a whole, is only one of a number of regulations which the city council has imposed upon the operators of certain businesses in Saint John. He felt that the restrictions imposed by the council reflected only the manner in which the businesses were to be operated for the better government of the city.

He went on to say that it should not be lightly assumed that a part of a by-law is directed to a purpose beyond the legislative competence of the enacting authority and he did not feel that the inclusion of Sunday in the closing hours of the specified businesses carried any moral or religious significance.

Counsel for the licensed keepers referred to a number of judicial precedents involving provincial statutes designed to enforce the observance of days of religious obligation which were ruled *ultra vires*. Mr. Justice Ritchie noted that in each of these cases the legislation in question carried within itself clear evidence that it was directed to the observance of days of religious obligation. He went on to say that the *ratios* of these cases would not apply to the by-law in the case at bar. The



attack on the by-law was limited to the words, "or on Sunday", which were added to a list of other times when certain businesses were to close.

Mr. Justice Ritchie concluded that the language used in the title of and in the text of the by-law clearly indicated that the by-law was a law governing the regulation and licensing of, among other things, bowling alleys in Saint John. He ruled that it was primarily concerned with secular matters and that its true object, purpose, nature or character was the regulation of the closing hours of certain licensed establishments in Saint John, and that this was a matter of a merely private nature in the province. Moreover, he held that the addition of the word "Sunday" at the end of Section 3 would not justify an inference that the by-law was directed toward the observance of Sunday and therefore beyond the scope of provincial jurisdiction.

Section 3 of the by-law was not inoperative as being in conflict with the Lord's Day Act, Mr. Justice Ritchie ruled. He stated that provincial licensing power vested by Section 92(9) of the B.N.A. Act was not limited to the shop, saloon, tavern and auctioneer licences specified in that section and that, if the power was employed in a merely local matter and in a manner not repugnant to federal or provincial law, the provincial authority is entitled to make such conditions and penalties as it deems proper in respect to the manner in which licensed persons conduct their businesses. He added that the by-law was not invalidated by the fact that one or more of the conditions imposed was in conformity with valid federal legislation.

Mr. Justice Ritchie thought that the decision of Mr. Justice Judson in *O'Grady v. Sparling* (1960), 25 D.L.R. (2d) 145, was applicable to the alleged conflict in the case at bar between the by-law and the Lord's Day Act; he quoted from that decision as follows:

There is no conflict between these provisions in the sense that they are repugnant. The provisions deal with different subject matters; and are for different purposes . . . Even though the circumstances of a particular case may be within the scope of both provisions (and in that sense there may be an overlapping) that does not mean that there is conflict so that the Court must conclude that the provincial enactment is suspended or inoperative.

The doubts expressed as to the validity of Section 4 of the by-law in the Appeal Division of the New Brunswick Supreme Court by Chief Justice McNair were not shared by Mr. Justice Ritchie, and he held that this section and the penalty which accompanies its breach was nothing more than another condition imposed by the city

in the exercise of its right to control the manner in which these businesses shall be operated. He, therefore, dismissed the appeal. *Lieberman v. The Queen* (1963), 41 D.L.R. (2d), Part 2, p. 125.

## **British Columbia Court of Appeal . . .**

### **...rules picketing on private land of a shopping centre is lawful, not a nuisance**

On October 24, 1963, the British Columbia Court of Appeal held that picketing on private land in the shopping centre over which the employer had an easement for the passage of its employees and customers was lawful, as the picketers were neither trespassing on said land nor interrupting or obstructing in any substantial way the passage of people. Consequently, such picketing did not constitute a nuisance.

On August 23, 1962, Mr. Justice Collins made an order enjoining Retail Food and Drug Clerks Union, Local 1518, from picketing the premises of Zeller's (Western) Ltd. at the Dell Shopping Centre, at 10642-46 Trans-Canada Highway, Whalley, B.C.; from watching or besetting the same employer upon the lands and premises such as sidewalks and parking lots over which the employer had an easement in the nature of a right of way; and from doing any act amounting to a nuisance.

The order added: "but nothing in this order shall be deemed to enjoin or restrain the defendant, Retail Food and Drug Clerks Union, Local 1518, its agents, servants, successors, or any one on its behalf, from doing the things set out in Section 3, subsection (1) of the Trade-unions Act, R.S.B.C. 1960, chapter 384." Section 3 reads as follows:

3(1) Where there is a strike that is not illegal under the Labour Relations Act or a lockout, a trade union, members of which are on strike or locked out, and any one authorized by the trade-union may, at the employer's place of business, operations, or employment, and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to

(a) enter an employer's place of business, operations, or employment; or

(b) deal in or handle the products of the employer; or

(c) do business with the employer.

(2) Except as provided in subsection (1) no trade-union or other person shall persuade or endeavour to persuade anyone not to

(a) enter an employer's place of business, operations, or employment; or

(b) deal in or handle the products of any person; or

(c) do business with any person.

The strike was a legal one in which the union was entitled to exercise its rights under Section 3(1).

The injunction granted by Mr. Justice Collins was upheld by the Court of Appeal (L.G. 1963, p. 706).

Following the injunction order, on January 7, 1963, Mr. Justice Maclean held that some members of the union acting on behalf of the union had in violation of the injunction committed a nuisance on the premises by picketing on the sidewalk in front of the employer's store. He fined each of them \$100 for contempt. The union appealed the conviction.

Mr. Justice Davey rendered the judgment of the Court of Appeal. The issue before the Court of Appeal was whether the picketing was a nuisance in law. The injunction expressly forbade picketing the employer's premises, or watching or besetting them from the lands of the shopping centre; but it also reserved to the union the rights under Section 3 of the Trade-unions Act. According to Mr. Justice Davey, whether the union committed a nuisance depended on whether it substantially interfered with the employer's right of way and thereby caused him loss.

The evidence showed that picketing took place on December 7, 1962. Two men and two women picketed the employer's store, which had four entrances, walking back and forth on the sidewalk in front of the store, over which the employer held the right of way. They carried sandwich boards bearing the legends: "Support our strike. Don't shop at Zeller's"; and "Retail Clerks Union, Local 1518, on strike at Zeller's." The pickets handed out pamphlets to those who requested them; the pamphlets contained factual and argumentative material; there was no misrepresentation in the contents of the pamphlets or in the words on the sandwich boards.

Mr. Justice Davey accepted the employer's contention that the sales and revenue of the employer were substantially reduced by picketing. But he noted that there was no evidence that the pickets interfered with any person passing along the sidewalk, or in any way materially reduced the space of the sidewalk provided for the passage of shoppers, or in any other way interfered with or interrupted shoppers who desired to pass by. In the absence of evidence to the contrary, Mr. Justice Davey inferred that those who wanted to visit Zeller's were able to do so just as freely and conveniently as if the pickets had not been there. Further, the evidence showed that those who withheld their patronage did so freely from conviction because they did not choose to deal with a merchant whose premises were picketed in a labour dispute, and not because

of any obstruction, physical or otherwise, in getting to the store over the easement.

Mr. Justice Davey rejected the employer's contention that the presence of the pickets on the sidewalk over which the employer had the easement, and the loss of business that the employer suffered because of the moral suasion flowing from the presence of the pickets, constituted a substantial interference with the right of passage the employer enjoyed for himself and his customers over the passageways and walks, and with his right to carry on his business on the leasehold premises; that such picketing was therefore a private nuisance and consequently unlawful and that the union conduct did not fall within the saving clause of the injunction but, on the contrary, such picketing was forbidden under Section 3 of the Trade-unions Act.

Mr. Justice Davey pointed out that, following the decision of the Supreme Court of Canada in the case of *Aristocratic Restaurants Ltd. v. Williams* (L.G. 1951, p. 1553), if the pickets had been on a public street the union's conduct would not have constituted a nuisance. In his opinion, on the evidence before the court, there was no essential difference between a public road and the employer's private easement and consequently the principle established in the *Aristocratic* case was applicable to the situation at bar.

In the case at bar, the employer had an easement over common ground and such an easement was not exclusive to the employer at bar, and the owner and his other licensees had the right to use the land. The walks over which the pickets were passing were part of what appears to be a familiar type of shopping centre to which the public are invited. There was no evidence before the Court that the union, in picketing on the sidewalks, was exceeding the terms of the invitation to use the sidewalk held out to the public by the owner of the shopping centre.

The injunction issued by Mr. Justice Collins reserved to the union its lawful rights under Section 3 of the Trade-unions Act. In Mr. Justice Davey's opinion, there was no evidence that the union was doing anything not reserved to it by the injunction order. No significant distinction could be drawn in the case at bar between picketing on a public sidewalk and on the privately owned right of way. Accordingly, Mr. Justice Davey ruled that the *Aristocratic* case established that the conduct of the union in question was lawful, did not constitute a nuisance, and accordingly fell within the saving clause of the injunction.



The Court allowed the union's appeal and set aside the conviction for contempt of the injunction order. *Zeller's (Western) Ltd. v. Retail Food and Drug Clerks Union, Local 1518*, (1963) 45 W.W.R., Part 6, p. 337.

### Nova Scotia Supreme Court . . .

#### ...continues interim injunction against the anticipated picketing of a grain ship

On August 21, 1963, Mr. Justice Coffin of the Nova Scotia Supreme Court, dealing with a company motion to continue and a union motion to dissolve an interim injunction against the picketing of a ship, held that, although the affidavits supporting the interim injunction referred only to picketing preventing the unloading of the ship on a specific occasion, the injunction would not be dissolved when the ship had completed unloading and had sailed from the port. The Court is entitled to continue an injunction, he ruled, until the time of the trial, where evidence indicates an intention to picket the ship in the future, with the result that longshoremen would not cross the picket line to unload the ship; this would result in breaches of contract.

On May 21, 1963, Island Shipping Ltd. commenced an action for damages, for conspiracy to procure breaches of contract, and an injunction. The company claimed that certain members of the Seafarers' International Union of North America, Canadian District, by picketing, were wrongfully interfering or attempting to interfere with the performance of stevedoring contracts for the unloading of the M. V. *Wheat King* in Halifax. On May 21, an interim injunction, made returnable on May 24, 1963, was granted.

The injunction was designed to prevent the union from interfering, by picketing or other means, with the contracts between the company and the stevedoring contractors and stevedores or any other persons employed for unloading the ship. On May 24, the Seafarers' Union applied for dissolution of the interim injunction on the ground that the affidavits contained insufficient evidence. This application was refused and the matter was adjourned until the hearing of the company's application for the continuation of the injunction.

The *Wheat King* was unloaded and sailed from Halifax on May 23, and on these grounds the union applied, on June 7, for an order dissolving the interim restraining order. At the hearing of the applications to continue and to dissolve the injunction, affidavit evidence was submitted on behalf of the company setting forth facts indicating anticipatory picketing by the union, which

might have endangered the fulfilment by the company and other persons of future contracts with respect to delivery, loading, carrying and discharge of cargo.

It was argued for the union that the company was attempting to set forth new grounds not used in the original application for the restraining order. It was also submitted that the grounds for granting the injunction had ceased to exist after the ship was unloaded and sailed and that the company could not ask for a continuation of the restraining order on new grounds, that is, picketing in the future on return voyages of the *Wheat King*.

The union argument was based on the principle that where there is insufficient evidence in the statement of claim, or where there is sufficient answer to the charges, an injunction ought to be dissolved, even though the reply to the answers of the charges establishes a new fact, not in the statement of claim, that would be sufficient to entitle the Court to interfere if it had been included. The same principle appears in 21 Hals., 3rd ed., p. 417:

At the hearing, the case put forward must correspond with the case set out in the statement of claim, if any, and the plaintiff will not be allowed when he puts forward prominently and relies upon a given case, and fails upon that case, to spell out another and say he might have framed his case so as to show a title to the relief asked. A party who might have brought forward his whole case at once, but who brings forward a part only, when that fails, can not remodel his case and rely on a different equity.

Mr. Justice Coffin noted that the endorsement on the writ of summons issued on May 21 was in general terms, and in addition to the claim for damages, the claim for the injunction was framed in almost the exact terms used in the interim injunction.

The union alleged that the weight of the affidavits in support of the original application for the injunction was addressed to the unloading of the *Wheat King* in May only and the completion of the company's contract existing at that time. It was argued that the restraining order was granted on the grounds as set out in the application and that the company got the ship unloaded successfully, the prime purpose of its action. Therefore, the union submitted that the motion to continue the injunction was based on new grounds, that is, future breaches, and that it should not be granted.

Several precedents were referred to by counsel for the union. Mr. Justice Coffin questioned their applicability to the case at bar, however, and stated that the proceedings were commenced by a writ in general and that this did not limit the proceedings

to a specific event. He agreed that the affidavits referred to the events which happened in May, but the interim restraining order was made returnable for an order to continue the injunction until the final determination of this action. A special cause that would continue the injunction would be the probability of a recurrence of the picketing.

In Mr. Justice Coffin's opinion, the proceedings in the case at bar were instituted on a broad basis seeking an injunction against the picketing of the ship. He ruled that the affidavits should be read in light of the endorsement of the writ and that the application to continue was not an extension of the company's case.

Counsel for the union submitted that the ground for continuing the injunction had ceased before the hearing and that under such circumstances the Courts will not grant an injunction nor grant liberty to apply at a subsequent date. Mr. Justice Coffin studied the cases referred to on this point and noted that they were all cases in which the subject matter of the injunction had ceased to exist or the nuisance had ceased, leaving no evidence that it would recur. He stated, however, that the courts have granted injunctions in cases where the cause of complaint had disappeared at the time of the trial on the ground that the applicant's right must be tested as of the date of the commencement of the action.

Mr. Justice Coffin contended that there was no undertaking that the picketing would cease and would not recur when the ship returned. He felt that the problem to determine was whether a *prima facie* case had been made to support the interim injunction and its continuance.

It was submitted for the union that the depriving of an employer of the services of his employees resulting in a breach of contract is a wrongful act if done with the knowledge and intention to bring about the breach. In the case of *D. C. Thomson & Co. v. Deakin*, [1952] 1 Ch. 646, Lord Justice Jenkins stated that:

... While admitting this form of actionable interference in principle, I would hold it strictly confined to cases where it is clearly shown, first, that the person charged with actionable interference knew of the existence of the contract and intended to procure its breach; secondly, that the person so charged did definitely and unequivocally persuade, induce or procure the employees concerned to break their contracts of employment with the intent I have mentioned; thirdly, that the employees so persuaded, induced or procured did in fact break their contracts of employment; and, fourthly, that breach of the contract forming the alleged subject of interference ensued as a necessary consequence of the breaches by the employees concerned of their contracts of employment.

The union contended that the company did not establish the conspiracy with intention.

Mr. Justice Coffin referred to a case in which the rules set forth in *Thomson v. Deakin* were accepted and in that case, *Bennett & White Alta. Ltd. v. Van Reeder & International Union of Operating Engineers, Local 933*, (L.G. 1957, p. 340), Mr. Justice Johnson of the Alberta Supreme Court stated:

As to the intention of the appellants, the learned trial Judge says: "There can be no doubt whatsoever that the object of this so-called picket-line was not to obtain or impart information from or to anyone, but was to induce members of other Unions who were employed on this job to refuse to cross the picket-line and thereby bring the operation to a halt." This is an inference which was properly drawn from the evidence quite aside from the presumption that a person is presumed to intend the natural (and in this case the inevitable) consequences of his acts.

Evidence indicated that some of the placards carried by the pickets were worded "please respect our picket line." Mr. Justice Coffin accepted the explanation of the words "as being that if a person respects a picket line, he will not cross without the consent of the pickets." One of the union officials testified that he objected to the ship's operating in the manner in which it had been operating.

Mr. Justice Coffin ruled that there was *prima facie* evidence that the union directly intervened to picket the ship and would do so in the future, that they knew the members of the longshoremen's union would not cross the picket line, that the purpose of picketing was to prevent the ship from being unloaded, and that they knew the failure to unload would result in contract breaches. He held that the injunction should not be dissolved until all the issues have been heard at the trial.

Mr. Justice Coffin ruled that there was *prima facie* evidence that the picketing was to ensure that the Halifax longshoremen's union would respect the picket line and refuse to unload the ship, thus preventing the company from carrying out its contracts to discharge cargo at Halifax. He ordered the continuation of the interim injunction on the understanding that the company would proceed with its main case until a final determination or until a further order of the Court. He therefore dismissed the application to dissolve the injunction. *Island Shipping Ltd. v. Devine et al* (1963), 41 D.L.R. (2d), Parts 3 and 4, p. 226.



## Ontario High Court . . .

... holds that means to enforce arbitration award are available, refuses injunction

On October 10, 1963, Mr. Justice Gale of the Ontario High Court dismissed a union application for an injunction to restrain violation of an arbitration award where the company refused to abide by it pending the outcome of an application for *certiorari* to quash the award. The Court held that Section 34(9) of the Labour Relations Act provided an effective and complete remedy to enforce the arbitration award, and consequently the Court should not give support to the idea that resort to other means of enforcement was available.

The Consumers' Gas Company attempted to adopt a new requirement that persons seeking employment as meter readers should own and be able to drive a motor vehicle. The union contended that this prerequisite had not been used in the past and that it should not now be a requirement. The union then filed a grievance in accordance with the terms of the collective agreement in force between the parties. The grievance was processed and the board of arbitration on May 31, 1963, by a majority decision, upheld the union contention.

In June 1963, the company made application for *certiorari* to quash the award of the arbitration board. The application was dismissed after the hearing. In August the company launched an appeal to the Court of Appeal from the order dismissing the *certiorari* application; the appeal was pending at the time of the application at bar.\*

In July, a company official gave the union secretary written notice that an appeal was in prospect and that the requirements as terms of employment for new meter readers would remain unchanged. In August, the company posted a notice that it sought to hire new meter readers; the notice contained the protested requirements.

The union, in its application made on September 9, 1963, sought to restrain the company from imposing the requirement until the matter was finally disposed of and to have the court declare that the company was in contempt of court for failing to abide by the award. At the hearing, counsel for the union, however, did not press for the declaration but dealt only with the injunction application.

Mr. Justice Gale dismissed the application and held that his conclusion was based on the provisions of the Ontario Labour

Relations Act and the circumstances of the case. He ruled that the award was within the scope of the definition of Section 34(1) of the Act and that it was binding upon the parties in accordance with Section 34(8).

He then referred to Section 34(9) and stated that its provisions, as follows, were most important:

(9) Where a party, employer, trade union or employee has failed to comply with any of the terms of the decision of an arbitrator or arbitration board, any party, employer, trade union or employee affected by the decision may, after the expiration of fourteen days from the date of the release of the decision or the date provided in the decision for compliance, whichever is later, file in the office of the Registrar of the Supreme Court a copy of the decision, exclusive of the reasons therefor, in the prescribed form, whereupon the decision shall be entered in the same way as a judgment or order of that court and is enforceable as such.

He then noted that the union had filed a copy of the award in the office of the Registrar on September 11, 1963, and that filing followed the union application for the injunction.

It was contended for the union that the company had violated the terms of the award and that an injunction should be granted in order to give full and proper effect to the award at least until it was disturbed by the Court of Appeal. Mr. Justice Gale thought that the pending appeal did not create a stay of the operation of the award.

It was also contended by the union that the conduct of the company, after the granting of the award and the court decision dismissing the *certiorari* application, constituted a deprivation of the opportunity of employees to prospective jobs which cannot be measured or compensated for by damages.

Three points were raised by counsel for the company and Mr. Justice Gale believed that the right of the court to grant an injunction was answered in these arguments.

It was argued that the court will not grant an injunction where the applicant has an equally effective remedy elsewhere and that, since the Act under which the award was made provided such a remedy, an injunction should not be granted in the proceedings. Mr. Justice Gale agreed with this contention and went on to say that under Section 34(8) of the Act the award became binding upon the parties when it was handed down, and that it required each to abstain from doing anything prohibited by the decision. He stated that if the provisions of Section 34(9) did not exist then the union would have been entitled to an

\*The appeal was dismissed on November 1, 1963

injunction. When the award was filed, however, it became enforceable in the same way as a judgment or order of the court.

Then he considered the remedies available to persons who have judgments or orders of the Supreme Court to see whether they rendered the award susceptible of enforcement. In this respect, Mr. Justice Gale thought that the provisions of Rules 552 and 560 were applicable:

552. A judgment requiring any person to do an act, other than the payment of money, or to abstain from doing anything, may be enforced by attachment or by committal.

560. Any judgment against a corporation wilfully disobeyed may be enforced by sequestration against the directors or other officers of the corporation.

He stated that he was quite satisfied that the two rules afforded adequate ways of compelling compliance with the arbitration award.

Mr. Justice Gale said that for the first 14 days after the award was handed down it was binding on the parties and morally it ought to have been observed by them. During that period the court would probably have compelled observance by injunction if it had been necessary.

At the end of the 14-day period, the right of enforcement under Section 34(9) of the Act became available to the union and he held that, thereafter, no court would grant an injunction in separate proceedings, whether or not the award had been filed. The 14-day period had elapsed long before the union instituted the action for injunction. Later, on September 11, the union filed the award, making it enforceable as a judgment or order of the court. He stated that the union had, at the expiration of the 14-day period, two extremely effective means of enforcement, and that being so, he would not grant an injunction.

Mr. Justice Gale ruled that the subsections and rules that he cited were to be honoured and that there was no need for relief by injunction. He felt that the court must discourage multiplicity of proceedings and he noted that the court will normally refuse to accept the idea that a subsequent action may properly be brought to enforce a prior judgment. He held that that was, in essence, the true effect of Section 34 of the Act.

Mr. Justice Gale stated that there was another reason why the injunction ought not to have been granted. The union failed

to make it plain as to how long the posted notice was displayed. It was alleged by counsel for the company that the notice was removed on August 28, and this was accepted by the court. For that reason he ruled that a foundation had not been shown for the issuing of an injunction.

Counsel for the company argued also that the Legislature, by enacting Section 34, created a new right and provided a special remedy of enforcement of that right. That being the case, it was submitted that the court should not support the idea that resort may be had to other means of enforcement. Mr. Justice Gale agreed that Section 34, with the remedies expressly incorporated into it, was to be a complete code in itself. But he did not deal with the company's submission that Section 34 of the Act has now deprived the court of any jurisdiction to entertain actions based upon awards made under the Act.

Counsel for the company referred also to Section 73 of the Act, which reads as follows:

S. 73. Proceedings to enforce a determination of the Board under Section 65, a decision of an arbitrator or arbitration board or an interim order or a direction of a jurisdictional disputes commission may be instituted in the Supreme Court by or against a trade union, a council of trade unions or an unincorporated employers' organization in the name of the trade union, council of trade unions or unincorporated employers' organization, as the case may be.

Mr. Justice Gale held that Section 73 neither advanced nor detracted the company arguments. In his opinion, the section in question does not provide substantive rights. All it does is to bestow upon certain groups or organizations the right to take proceedings which would not be available to them at common law.

Counsel for the union, in answering the contentions advanced by the company, argued that, quite apart from the Act, the court always gives aid in its own proceedings to the enforcement of awards. Mr. Justice Gale ruled that, although this contention might otherwise be sound, he was convinced that, since Section 34(9) provides the means of enforcing awards made under that section, the court should not intervene by permitting other and separate proceedings to be taken. For these reasons, he dismissed the application for injunction. *Tyrrell v. Consumers' Gas Company* (1963), 41 D.L.R. (2d), Part 2, p. 119.



# Recent Regulations, Federal and Provincial

*Saskatchewan raises minimum wage rates, British Columbia revises minimum wage orders for janitors and for the funeral service business. Three provinces issue apprenticeship rules*

In a revision of its minimum wage orders, the Saskatchewan Minimum Wage Board increased full-time rates by \$2.50 a week and part-time rates by 10 cents an hour. The minimum now payable in most workplaces to full-time employees of 18 years and over is \$36.50 a week in 10 cities and \$34.50 a week in other areas. The minimum part-time rate for adult workers is \$1 an hour in the cities and 95 cents an hour elsewhere in the province. Lower rates are again set for employees under 18.

The Employee Pension Plans Registration and Disclosure Regulations, 1963, were brought into force in Saskatchewan on January 31, 1964. These set out the information to be included by trustees of employee pension plans in their annual reports to employee participants.

In British Columbia, a new minimum wage order for the funeral service business established a minimum wage of \$1.25 for male employees. Another new order applicable to both men and women set a minimum wage of \$1 an hour for janitors in buildings other than apartments and for resident janitors in small apartment buildings, and monthly minima ranging from \$72 to \$336 for resident janitors in larger apartment houses.

New trade rules were issued in three provinces. Newfoundland published apprenticeship training plans for the motor vehicle repairer and auto body repairer trades. In Ontario, new apprenticeship regulations extended compulsory certification to the air conditioning and refrigeration trade. In Saskatchewan, regulations respecting the cooking trade were issued under the Apprenticeship and Tradesmen's Qualification Act.

## FEDERAL

### Appropriation Act No. 5, 1963

The Winter House Building [Incentive] Program Regulations were published on February 26. These regulations (SOR/64-66) set out the conditions to be fulfilled by persons who wish to qualify for the \$500 incentive payment available under the federal winter house building incentive program. This program was described in the October 1963 issue of the *LABOUR GAZETTE* on page 862.

## PROVINCIAL

### British Columbia Minimum Wage Acts

A new male minimum wage order issued by the British Columbia Board of Industrial Relations established a minimum wage of \$1.25 an hour for male employees in the funeral service business, effective March 16, 1964. This order replaces a 1949 order that set a minimum wage of \$33 a week for employees who worked 40 or more hours a week and of 80 cents an hour for employees with a shorter work week.

Another new order applicable to both men and women set a minimum wage of \$1 an hour for janitors in buildings other than apartments, and for resident janitors in small apartment buildings, and monthly minima ranging from \$72 to \$336 for resident janitors in large apartment houses, effective March 1, 1964. This order supersedes an order issued last November and in force only from January 5 until February 29, which set a general minimum of \$1 an hour for all classes of janitors (L.G., Jan., p. 53.)

**Funeral Service Business.** The new order for the funeral service business (B.C. Reg. 18/64, gazetted February 6), has substantially the same coverage as the order it replaced. It applies to all male employees in the funeral service business, including funeral attendants and chauffeurs, in Vancouver and its environs, Burnaby, New Westminster, Victoria and the municipal districts of Oak Bay, Saanich and Esquimalt. The only exceptions are musicians and vocalists, employees subject to another order, and persons employed in a supervisory, managerial or confidential capacity.

As indicated above, the revised order sets only one minimum rate, \$1.25 an hour, which applies to all male employees regardless of experience or the length of the work week. The only exceptions are apprentices, handicapped workers and part-time employees with special authorizations from the Board to work for sub-minimum rates. Such employees must be paid the rate specified in the permit.

Time and one-half the regular rate is now payable after 40 hours in a week instead of after 44, and, as before, after 8 hours in a day. This brings the overtime requirement into line with the standard set in the majority of orders issued by the Board within the last year or so.

The daily-guarantee provision, which is unchanged, is similar to that in most other British Columbia minimum wage orders.

Hours are again limited to 8 in the day and 44 in the week, with the usual provision for extended hours in emergencies with the approval of the Board. When a split shift is worked, hours, as before, must be confined within a 12-hour period immediately following commencement of work.

The weekly-rest requirement is also unchanged, providing for a weekly rest of 32 consecutive hours unless the Board approves a different arrangement upon the joint application of the employer and employees concerned.

Where employees in the funeral service business reside on the employer's premises, an arrangement may again be made for such employees to answer emergency calls, subject to the approval of the Board. Time spent in answering emergency calls must not, however, be counted as hours of work for purposes of the overtime, daily guarantee, or split shift provisions.

**Occupation of Janitor.** As has been indicated, the Board, in this latest order for janitors (B.C. Reg. 9/64, gazetted January 23) has reverted to its former policy of laying down special provisions for resident janitors in apartment buildings.

**Resident Janitors.** In apartment buildings with four residential suites or less, the minimum wage payable to a resident janitor is \$1 an hour, regardless of experience. (The suite occupied by the resident janitor is not to be counted when computing the number of suites.)

Monthly minima are set for resident janitors in larger apartment buildings. These range from \$72 a month in buildings with five, six or seven residential suites, increasing by \$6 a month for each additional suite to \$336 a month in buildings with 50 suites or more.

In addition to his monthly minimum wage, a resident janitor in a large apartment building (five suites or more) must be paid at least \$1 an hour for time spent looking after single rooms, stores or other accommodation.

If two or more janitors are employed in an apartment building and reside on the premises, the employer must designate at least one as resident janitor and pay him the prescribed monthly rate. The other janitor or janitors residing on the premises must be paid at least \$1 an hour. The order does not impose any limitations on the hours worked by janitors in apartment buildings nor does it restrict shifts.

Every resident janitor and every other janitor employed in an apartment building must, however, be given a weekly rest of 32 consecutive hours. In exceptional cases this may be varied by the Board upon the joint application of the employer and the janitor concerned.

The order does not fix charges for accommodation, but the Board is again empowered to order adjustments made if it considers the accommodation is unsuitable or the charges unreasonable. Also, the employer is now required to post a notice showing the amount charged a resident janitor for the accommodation provided for him.

The maximum charge for gas or electricity remains \$4 a month unless a meter is installed, in which case the resident janitor will be charged according to the amount used.

**Janitors.** The provisions respecting janitors in other types of buildings are the same as in the order issued last November. The regular minimum for these janitors is \$1 an hour, with provision for lower rates during the first three months of employment. During the first month of employment, the minimum is 85 cents an hour, increasing to 90 cents the second month and to 95 cents the third. A month's employment is defined as 22 working shifts.

As before, janitors employed in buildings other than apartment houses are entitled to a premium rate for overtime. They must be paid time and one-half their regular rate for all hours worked in excess of 8 in the day and 44 in the week, with the usual exception where hours are averaged over a fixed period.

The daily-guarantee provision, which is similar to that in other British Columbia orders, is again restricted to janitors employed by an employer whose sole or principal business is that of providing janitor service. School students doing janitor work after school hours are again guaranteed a minimum of two hours pay at the regular rate for reporting for work in response to a call.

### **Newfoundland Apprenticeship Act**

In Newfoundland, apprenticeship training plans for the motor vehicle repairer trade and for the auto body repairer trade were gazetted January 28 to take effect from January 21. The plans were prepared by the Apprenticeship Advisory Committee of the Motor Vehicle Repairer Trade and approved by the Provincial Apprenticeship Board. As specified in the Act, the minimum age for apprenticeship in either trade is 16 years.



The minimum educational requirement for apprentices in the motor vehicle repairer trade is Grade X or equivalent. In exceptional circumstances, however, applicants with Grade IX or equivalent may be accepted with the approval of the Provincial Apprenticeship Board.

Apprentices in the auto body repairer trade must have at least Grade VIII or its equivalent.

The term of apprenticeship is the same for both trades, four years or 8,000 hours of training, whichever is greater, including the probationary period and the required hours of related school instruction. As in most jurisdictions, time credits may be granted for previous experience or training in the trade.

Apprentices are to work the same hours as journeymen, provided they do not work more than nine hours in a day or more than five days in a week, except for normal overtime and in emergencies as provided for in a collective agreement.

In line with the usual practice, rates of pay for apprentices in these trades are expressed as a rising scale of percentages of the prevailing journeyman's rate. ("Journeyman's wage rate" is defined as the rate agreed to in a collective agreement for certified journeymen by the employer concerned or the rate fixed for a particular locality by a government agency.)

During the first period (six months or 1,000 hours of training, whichever is greater), the minimum payable to an apprentice is 40 per cent of the prevailing journeyman's rate. This rate must be increased by 5 per cent at the completion of every period, reaching 65 per cent during the sixth period. The rate must be increased to at least 75 per cent of the prevailing journeyman's wage during the seventh period and to 85 per cent during the eighth.

Normally there may be only one apprentice in a shop, except that an employer may hire an additional apprentice for every two additional qualified journeymen steadily employed.

Apprentices must be given practical training in the basic skills of the trade. The subjects to be taught are set out in the work schedule for each trade. Courses for apprentices in the motor vehicle repairer trade include instruction in the fundamentals of gas and electrical welding and of machine shop practice. Among other courses, apprentices in the auto body repairer trade must be given training in acetylene and electric welding.

In addition to their practical training, apprentices are required to attend the prescribed full-time educational classes

(eight weeks the first year, six weeks the second and third years and five weeks the fourth year of apprenticeship). An apprentice indentured following a pre-employment course will not, however, be required to attend full-time classes during his first year of apprenticeship. If an apprentice fails to attend the prescribed educational classes, the Board may suspend or revoke his contract of apprenticeship.

As in most jurisdictions, the subjects to be taught at the educational classes are mathematics, related science (physics and chemistry), drafting and trade theory. This last course includes instruction in safety and accident prevention.

Every apprentice must take the prescribed trade tests and examinations. If he fails, his wage increase may be withheld until his progress is satisfactory to the Director. Repeated failures may result in cancellation of his contract.

On successful completion of apprenticeship, the apprentice will be granted a certificate of apprenticeship by the Board.

If an employer engages apprentices, he must designate one person as the shop supervisor of apprenticeship who will be responsible for carrying out the training program for the shop.

### **Ontario Apprenticeship Act**

In Ontario, new regulations under the Apprenticeship Act extended compulsory certification to the air conditioning and refrigeration trade and set out requirements for apprentices in this trade.

The new regulations are the first special rules to be issued for the air conditioning and refrigeration trade, which was declared an apprenticeable trade in 1947. Contracts of apprenticeship have been registered, however, and apprentices have, of course, been subject to the general apprenticeship regulations applicable to all designated trades. (Revised Regulations of 1960, Reg. 17).

For purposes of these regulations, the term "worker in servicing and installing air-conditioning or refrigerating equipment" covers any person who: (1) installs or assembles any component of a refrigerating or air-conditioning system; (2) assembles or connects any pipe or duct used in piping brine or conditioned air; (3) overhauls or repairs equipment used in such systems; and (4) tests, adjusts or instructs in the operation of such systems. It does not apply, however, to a person who repairs or installs hermetically sealed units made for refrigerators in domestic use.

It is now obligatory for a person engaged in the air conditioning and refrigeration trade, other than a registered apprentice

or a person employed for a probationary period, to hold a certificate of qualification, which must be renewed annually. In Ontario, certificates of qualification are compulsory in three other trades—motor vehicle repair, hairdressing and barbering.

Subjects for examination for a certificate of qualification are the same as for an apprenticeship certificate.

Except for setting a minimum age of 16, the regulations lay down no qualifications for apprentices in the air conditioning and refrigeration trade. The general apprenticeship regulations, however, stipulate that apprentices in the designated trades must have a high school entrance certificate or Grade 8 standing or its equivalent.

The term of apprenticeship in the air conditioning and refrigeration trade is five years, including the probationary period.

Each year an apprentice must be given at least 1,280 hours of practical training in the subjects listed in the schedule. These are: trade orientation, tools of the trade, basic principles, refrigeration systems, air conditioning, equipment installation, servicing and safety considerations. This last subject will include instruction in safety controls, guards for belts and couplings, fire precautions and codes and regulations.

An apprentice must also attend the full-time educational day classes in refrigeration at the Provincial Institute of Trades in Toronto.

The ratio of apprentices to journeymen in any shop is one to five. The new regulations were gazetted on February 15 as O. Reg. 27/64 and O. Reg. 28/64.

### **Saskatchewan Apprenticeship and Tradesmen's Qualification Act**

In Saskatchewan, the cooking trade has been brought under the Apprenticeship and Tradesmen's Qualification Act and the first trade rules have been issued.

To qualify for a certificate of journeyman's status in the cooking trade, an applicant must have worked at least 10,000 hours in the trade, including time credits for appropriate trade training.

The ratio of apprentices to journeymen is one to one, except that an employer who does not employ any journeymen may engage one apprentice. A provincial quota is also set. The total number of registered apprentices may not exceed one third of the total number of journeymen in the province engaged in the cooking trade.

In line with the practice in some other trades, the regulations permit one person in any establishment who is engaged full time in the business of the cooking trade to enter

into a contract of apprenticeship with the Director of Apprenticeship.

The new regulations (Sask. Reg. 16/64) were gazetted January 21 and went into force on March 1.

### **Saskatchewan Employee Pension Plans Registration and Disclosure Act, 1961**

The first regulations to be issued under the Saskatchewan Employee Pension Plans Registration and Disclosure Act, 1961, were gazetted on February 14, to take effect from January 31, 1964.

This Act, which is administered by the Registrar of Employee Pension Plans, Department of Labour, is designed to facilitate the collection of information on employee pension plans and to ensure that the participants in any plan are adequately informed of the details of the plan. It provides for the registration of employee pension plans with the Registrar by the trustees, for the publication of such details of the plan as may be required by the regulations, and for the filing of annual reports containing such information as may be prescribed.

The regulations (Sask. Reg. 78/64) stipulate that by April 30, 1964, every trustee of an employee pension plan must furnish the Registrar with a statement setting forth the particulars of the plan, together with a certified copy of the plan and a certified copy of every collective agreement, trust agreement, or any other agreement relating to the plan. When a new employee pension plan is established, the required statement and documents must be filed within 90 days. If a plan is amended, a certified copy of the amendments, together with a copy of any amendments to any pertinent agreement, must be submitted within 60 days. When an employee pension plan is terminated, the Registrar must be notified within 60 days.

The trustee must forward a copy of the pension plan to every employee participant by April 30, 1964. New members must be provided with a copy on enrolment.

The trustee must annually furnish every employee participant with a statement of the plan within 120 days after the end of the calendar year or the end of the policy or fiscal year, depending on how records are kept.

This annual statement must show:

(a) the employee participant's total accumulated contributions, including interest and the rate of interest earned for the year under review;

(b) the total equity the estate of the employee participant would have in the pension plan if he had died on the date of the statement;



(c) the amount the employee participant would receive if he had terminated his employment on the date of the statement; and

(d) the amount of pension accumulated for service by the employee participant up to the date of the statement.

It is also mandatory for a trustee to submit an annual report to the Registrar and, where applicable, to a union, giving the information indicated on the official form. A copy of this report must be sent to an employee participant upon request.

### **Saskatchewan Minimum Wage Act**

In Saskatchewan, the two general minimum wage orders and the nine special orders for particular workplaces or occupations have been revised, following public hearings by the Minimum Wage Board. A twelfth order requiring employers to furnish employees with earnings statements every pay day and on termination of employment was re-issued without change.

In the two general orders and five special orders governing hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, full-time rates were increased by \$2.50 a week and part-time rates by 10 cents an hour. The minimum for full-time employees 18 years and over is now \$36.50 a week in 10 cities (all of the cities in the province except Lloydminster), and \$34.50 a week in other areas. The minimum part-time rate for adult workers is \$1 an hour in the cities and 95 cents elsewhere in the province.

**Coverage.** There has been no change in coverage. Together, the two general orders and the nine special orders cover all employees in the province except domestic servants in private homes, agricultural workers, and some minor occupational groups.

**Minimum Rates.** As well as retaining the regional differentials, the orders have continued the practice of setting weekly rates for full-time employees and hourly rates for part-time workers, with lower minima for employees under 18. Under the two general orders (Orders 1 and 4), and the four orders governing hotels, restaurants, educational institutions, hospitals and nursing homes (Orders 2, 3, 5 and 6), the full-time or weekly rates apply to persons who regularly work 36 or more hours a week, and the part-time or hourly rates apply to employees whose normal work week is less than 36 hours.

The order for amusement places (Order 10) defines "full-time" employees in the same manner as the orders referred to above, but classifies as "part-time" persons who work between 16 and 36 hours a week and as "casual" employees who normally work less than 16 hours a week.

The minimum for full-time employees 18 years and over employed in shops, offices, factories and other workplaces covered by the general orders and in hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, is now \$36.50 a week in the cities (and within a five-mile radius). In the smaller centres, the minimum wage payable to full-time adult workers is \$34.50 a week. Rates for full-time employees under 18 are \$2 less than the adult rates, \$34.50 a week in the cities and \$32.50 elsewhere in the province.

In the cities, the minimum now payable to workers 18 years and over employed on a part-time basis or as casual employees in amusement places is \$1 an hour. Elsewhere in the province the minimum wage for such employees is 95 cents an hour. Rates for part-time or casual employees under 18 years of age are five cents less than the rates for adults.

The general orders and the orders for hotels, restaurants, educational institutions, hospitals and nursing homes, again impose a quota on part-time employees, limiting the number of such workers to 25 per cent of the total number of full-time employees in an establishment. An employer who has fewer than four full-time employees is, however, allowed to hire one part-time worker. The order for amusement places does not, however, limit the number of part-time or casual workers employed in an establishment.

In addition to the rates described above, the general orders again fix special rates for certain occupations. The minimum for full-time drivers of motor vehicles of up to 7,500 pounds gross weight has been increased to \$39.50 a week in the cities and to \$37.50 in the smaller centres. The part-time rates for drivers in this category are now \$1.05 and \$1 an hour, respectively.

The minimum for full-time messengers is now \$26.50 or \$24.50 a week, depending on the location. The minimum hourly rates for part-time messengers are 80 cents and 75 cents. A messenger who provides his own bicycle must, as before, be paid an additional 50 cents a week, if full-time, and an additional 3 cents an hour, if part-time.

Minimum wage rates in the four special orders for janitors in residential blocks, truck drivers, logging and lumbering, and oil-well drilling, were also increased.

The revised order for janitors in residential blocks (No. 7) increased the rate of full-time janitors and caretakers (employees who work 48 hours a week or more) from \$44 to \$46.50 a week. Part-time employees must now be paid \$1.05 an hour instead of 95 cents.

Under the new trucking order (No. 8) the minimum for truck drivers who drive vehicles with a gross weight in excess of 7,500 pounds is now \$1.05 an hour or 3½ cents a mile, whichever is greater. The rate for helpers and swamper has been increased by 10 cents to \$1.05 an hour.

In logging and lumbering operations, the general minimum is now \$1 an hour, an increase of 10 cents over the previous rate. The minimum for cooks, "cookees", "bull cooks" and watchmen has been increased from \$150 to \$160 a month.

The revised order for oil-well drilling rigs (No. 11) raised the minimum wage from 85 cents to 95 cents an hour.

**Three-Hour Minimum.** The general orders and the special orders for hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, again provide for call-in pay. They stipulate that all part-time or casual workers except messengers, truck drivers, students employed outside of school hours, and janitors and caretakers, must receive a minimum of three hours pay at the applicable minimum rate for each occasion on which they are asked to report for duty, whether or not they work three hours.

**Working Shifts.** As formerly, the hours of employees in hotels, restaurants, educational institutions, hospitals and nursing homes, must be confined within a 12-hour period, and employees must not be required to report for duty more than twice during this period. Female employees in these workplaces who finish work between the hours of 12:30 a.m. and 7 a.m. must be provided with transportation to their places of residence at the employer's expense.

**Deductions from Wages.** The orders for hotels, restaurants, educational institutions, hospitals and nursing homes, contain substantially the same rules with respect to deductions as formerly. Employers who require their employees to wear uniforms or other special articles of clothing must provide them without cost to the employees and may not charge for repairs or laundering.

Deductions for board or lodging are again permitted, however, provided the employees agree to accept these facilities. In hotels and restaurants throughout the province, the maximum charge remains 25 cents for a night's lodging and 90 cents a day for meals or 30 cents for single meals. The same maxima apply in educational institutions, hospitals and nursing homes, except that they are limited to persons receiving \$37.50 a week or less (previously \$35 a week or less).

In all five types of workplaces, the minimum meal period is one half hour for meals consumed on the premises and one hour for meals eaten elsewhere.

In logging and lumbering operations the maximum charge for board and lodging remains \$2 a day.

**Public Holidays.** All employees subject to these orders except janitors and caretakers in residential blocks, employees in logging and lumbering, and casual workers in amusement places, are again entitled to eight holidays a year with wages at their regular daily rate (exclusive of overtime). The same eight days are specified: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

As before, there is some variation in the orders as regards payment for time worked on a holiday. Employees in factories, shops, offices and other workplaces subject to the general orders who work on a holiday, must be paid their regular wages for the day plus time and one-half for every hour or part of an hour worked. A similar provision is contained in the order for truck drivers.

If employees in hotels, restaurants, educational institutions, hospitals and nursing homes, are required to work on any of the eight holidays specified, they must receive, in addition to their regular daily wages, payment at the regular rate for all time worked or, if full-time employees, equivalent time off with pay within the next four weeks.

Employees engaged in the operation of a drilling rig who are required to work on a holiday are to be paid their regular daily wages plus their regular rate of pay for all time worked.

In amusement places, full-time and part-time workers must be paid the same as persons subject to the general orders for time worked on a holiday. Casual employees in such places are not entitled to holidays with pay, however, but, if they do work, they must be paid one and one-half their regular rate.

If the wages of an employee (exclusive of overtime), vary from week to week, payment for a holiday must be computed on the basis of his average daily earnings (exclusive of overtime) for the four weeks immediately preceding the week in which the holiday occurs.

The orders again provide that, when Christmas Day or New Year's Day falls on a Sunday, the following Monday is to be counted as a holiday. Similarly, when the Monday after Remembrance Day is

*(Continued on page 380)*



# Monthly Report on Operation of the Unemployment Insurance Act

*Number of claimants on last day of January was 51 per cent below total on same date in 1963. Eighty-five per cent of decline from January 1963 figure was in male claimant total*

Claimants for unemployment insurance benefit numbered 598,600 on January 31. This total was a little more than 10 per cent larger than the number of 532,600 on December 31, but nearly 15 per cent below the total of 703,600 on January 31, 1963.

Of the reduction of 105,000 from the previous January's total, 85 per cent were males; and males made up only 80 per cent of the increase of 66,000 since December 31. The decline from the year before in the number of unemployed male claimants, amounting to nearly 90,000, reflects the improved employment situation.

The total of 598,600 on January 31 was made up of 459,800 claimants for regular, and 138,800 claimants for seasonal benefit, making up 76.8 and 23.2 per cent of the total respectively, compared with corresponding percentages of 77.3 and 22.7 on January 31, 1963.

On December 31, seasonal claimants made up only 15.2 per cent of the total. The higher percentage increase in seasonal than in regular benefit claimants during January is characteristic of that season of the year. It is influenced by two things: (1) the heaviest seasonal benefit claim load occurs in December and January and (2) the fact that, due to the additional computations required during this season on cases ineligible for regular benefit, a significant proportion of the cases classed temporarily on December 31 as regular doubtless finally qualified only for seasonal benefit.

## Initial and Renewal Claims

Initial and renewal claims filed during January numbered 258,600, a reduction of 25 per cent compared with December 31 and of 20 per cent compared with January 31 last year. The current total is the lowest for January for the past 10 years.

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In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in January was estimated to be 440,900, compared with 293,800 in December and 536,900 in January 1963.

Payments during the month totalled \$46,400,000, which was \$17,000,000 more than the total of \$29,400,000 in December but \$12,000,000 less than the January 1963 total of \$58,400,000.

The average weekly payment was \$25.07 in January, \$24.99 in December and \$24.79 in January 1963.

## Insurance Registrations

On January 31, insurance books or contribution cards had been issued to 5,075,261 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 337,806, an increase of 443 since December 31.

## Enforcement Statistics

During January, 11,251 investigations were conducted by enforcement officers across Canada. Of these 7,113 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 783 were miscellaneous investigations. The remaining 3,355 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 250 cases, 129 against employers and 121 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,445.\*

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\*These do not necessarily relate to the investigations conducted during this period.

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled \$30,782,-410.60, compared with \$31,750,618.75 in December and \$31,387,634.93 in January 1963.

Benefits paid in January totalled \$46,411,-645.40, compared with \$29,360,515.60 in

December and \$58,559,875.69 in January 1963.

The balance of the Fund on January 31 was \$42,895,204.45; on December 31 it was \$58,524,439.25 and on January 31, 1963 it was \$71,803,065.26.

## Monthly Report of Placement Operations of the NES

Placement activity in local offices of the National Employment Service was at a high level in February. Placements totalled some 66,700, the second highest February total since 1945.

The number also was 11.8 per cent higher than the average for the month during the previous five years, and 5.6 per cent higher than the total in February 1963. In contrast, placements in January were 1.8 per cent fewer than a year earlier.

The strong demand for male workers evidenced in the preceding months continued during February, and approximately 44,400 male placements were effected. This represented an increase of 12.7 per cent over the same month in 1963.

The placement of some 22,300 women workers during the month reflected a decrease of 6.1 per cent from the previous February. This, however, was less than half the percentage decrease recorded in January, and the February decrease from the previous year was concentrated in placements of casual workers.

About 2,700 of the placements made in February involved the movement of workers from one local office area to another. This was 4.0 per cent of all placements, a percentage unchanged from January and practically the same as in February 1963.

The cumulative total of placements for the first two months of 1964 was 140,100, an increase of 1.6 per cent over the corresponding total last year. Regional distributions and percentage increases or decreases were as follows:

		<i>2 Months Ended</i>	
		<i>February 1964</i>	<i>February*</i>
Atlantic	4,800 — 1.2	10,500 +6.1	
Quebec	21,400 +15.8	45,600 +5.7	
Ontario	22,800 — 2.3	47,800 —4.8	
Prairie	11,300 + 5.4	23,500 +4.0	
Pacific	6,400 +10.9	12,700 +5.6	

Employers notified the Employment Service of some 87,400 vacancies during February, an increase of 10.4 per cent over the number in February 1963. As was the case in January, this was the largest number of vacancies notified in the corresponding month of any year since 1947.

Male vacancies accounted for some 55,000, or 62.9 per cent of the total, and showed an increase of 16.3 per cent over the total for the same month last year. This continued the pattern experienced in recent months.

Female vacancies amounted to 32,400, an increase of 1.6 per cent over February 1963. This was a reversal of the trend toward year-to-year decreases in vacancies for women workers that had been in evidence since the latter part of 1963.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB 2299, Jan. 13, 1964

**Summary of the Main Facts:** The claimant is a member of a union and his case is to serve as a test case in respect of two other claimants.

He filed a renewal application for unemployment insurance benefit on May 22, 1963. He had been employed as an electrician at a rate of pay of \$2.65 an hour from April 11, 1963 to May 22, 1963, when he walked off the job on the advice of his union.

While on continuing claim, he had worked in another town as an electrician at an

hourly rate of pay of \$3.10 from July 22, 1963 to July 29, 1963, when he was laid off because of a shortage of work.

On August 21, 1963, the local office notified him of an offer of continuing employment as an electrician at an hourly rate of pay of \$2.65, which was reported to be the prevailing rate in the district for that occupation. The hours of work were eight a day and 40 a week, day work, and the place of employment was one mile distant from his home.

\*Cumulative regional totals may contain minor variations due to rounding.



The claimant's reasons for non-acceptance of the offer were that the business agent of his local had told him that he could not accept the job, as "it is below the rate of pay they are fighting for." He was told also that if he accepted the job he would be fined.

The local office commented that the man appeared to be willing to accept this offer of work but he had been told by his business agent that if he did he would be fined by his union.

He appears to be genuinely anxious to work but will not (or cannot) go against his union. The employer, . . . does not have any agreement with the [union] and although the local union rate—to the best of our knowledge—is \$2.65 per hour, there has been controversy between the local union and contractors in this area. The union is holding out for \$3 per hour and at present they are being paid this rate by two contractors who are working in this area. They also state that if [proposed employer] is prepared to sign an agreement with the union and pay \$3 per hour they will then allow their members to go to work for him.

The insurance officer disqualified the claimant and suspended benefit from August 18, 1963 to September 28, 1963, inclusive, in accordance with section 59(1)(a) of the Act, on the ground that he had, without good cause, refused or failed to apply for such situation or failed to accept it when it was offered to him. The insurance officer notified the claimant of the disqualification in a letter dated August 26, 1963.

In regard to this decision, the insurance officer commented:

. . . The employment was considered suitable as it was at the prevailing rate in the claimant's registered occupation. The claimant's reason for not accepting the position cannot be considered just cause, as it is contrary to the principle set out in CUB 2022 [L.G. 1962, p. 1061], where the Umpire ruled the pressure which the association exerted on the claimant was, objectively speaking, a matter which had nothing to do with the contract of employment, the conditions of which he had freely accepted and, consequently, was a question of a purely personal nature between him and his association . . . the provisions of section 61 were made solely to protect the employee, as an individual, against an employer who might take the initiative to prevent him from becoming, from continuing to be, or from refraining to become a member of a workers' association and making him lose his unquestionable right in the matter.

The claimant appealed to a board of referees on August 29, 1963, and said he had refused the job offered to him on August 21 because the union advised him that he could not work for a non-union contractor. The business agent had told him, he said, that he would be fined and might lose his union membership if he accepted the work. "I do not think I should be forced to lose my union membership."

The majority decision of the board of referees, which heard the case on September 26, said that the board was given copies of the constitution and rules of the claimant's union as well as a copy of the standard agreement then in effect.

The union representative at the hearing referred to section 3(c) of the local agreement, which reads:

No member of the union shall be permitted to work at the electrical construction work as covered by this agreement, except for employers signatories to local or international agreements of the [union].

The representative further pointed out that if any member violated any of the rules in the constitution or in the local agreement, he would be subject to disciplinary action, which usually took the form of cancellation of the member's union card.

It was the majority decision of the board, the employee representative dissenting, that, in view of the Umpire's decision in CUB 2022, "the claimant without good cause refused or failed to apply for or failed to accept a situation in suitable employment notified to him on August 2, 1963." The board disallowed the appeal and upheld the insurance officer's decision.

The dissenting member of the board of referees stated:

. . . With all respect to other members of this board, I wish to dissent against the board's majority ruling. I believe the claimant had good cause not to apply or accept employment at the hourly rate quoted. He has a right to belong to the organization of which he is a member. By virtue of this membership he must conduct himself on majority rulings that are laid down by this association to continue his membership. The hourly rate for the organization is three dollars; therefore, he could be fined or expelled if he did not comply and took a job that paid \$2.65 per hour. There are also chances of intimidation that could bring physical or moral violence to himself, which has to be given some consideration. I think these points are basic and therefore, do not go along with the insurance officer's decision.

The union appealed to the Umpire. The appeal reads:

[The local union] has an agreement with electrical contractors working in the area that states: "Article 1(c) No member of the union shall be permitted to work at the electrical construction work as covered by this agreement except for employers signatories to local or international agreements of the [union]." The [employer] to whom this man was referred for employment has no contract with the Local or the International and to accept this job would have placed the man in contravention of the agreement and also contrary to the International constitution Article 27 Sec. 2(2), either of which could cause the member the loss of his card. The member at all times is required to be in good standing before he can obtain employment with employers who are signed to agreements with locals of the [union.] Section 61(b) of the U.I. Act clearly states that

he has the right to protect his membership in the union and he cannot be disqualified from payments by doing so.

The decision CUB 2022 referred to by the U.I. officer clearly outlines a case where the man had gone to work and then left the job on learning that he would face a fine or expulsion if he continued working there. Such is not the case here, the member knew that he would not be allowed to start to work for this employer as there was no agreement and the only way he could accept the job was to drop out of the union, which he did not choose to do. No other employment office that I have knowledge of directs a man to a non-union contractor with the threat that failure to take this employment would result on loss of benefits and I feel, therefore, that the decision of the board of referees (majority) should be reversed and the member granted benefits.

In a statement of observations dated November 15, 1963 for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

2. The claimant refused the prospective job because of the threat of a fine and possible loss of union membership if he accepted the employment. However, insofar as the prospective employer was concerned, the claimant could have continued to be a member of his union and to observe the lawful rules thereof. Consequently, it is submitted that this is not a case which gives rise to the application of section 61 of the Act and, therefore, it should be decided solely under section 59 of the Act.

3. The employment offered to the claimant, which was in his usual occupation, was not covered by agreement with this union and the determination for suitability as to rate of wages was based on the rate "recognized by good employers." According to the evidence before the insurance officer, the rate "recognized by good employers" is \$2.65 per hour and this evidence was also accepted at the hearing before the board of referees. It is therefore submitted that the employment offered was suitable within the meaning of section 59(2)(b) of the Act and that the claimant has not established good cause for refusing to apply for a situation in suitable employment when it was offered to him (section 59(1)(a) of the Act).

4. The Umpire in CUB 2022 and CUB 2181, which are cases similar in principle to the present one, decided that the claimant had not shown just cause for having voluntarily left his employment on the grounds that the union did not allow him to remain in the employment of his employer "under penalty of fine and even expulsion". The Umpire considered that the pressure exerted on the claimant by the union was a question of purely personal nature between him and his union. The Umpire also decided that section 61 did not apply in circumstances where the claimant took the initiative in separating from his employment at the request of, or because of, the pressure exerted by his union. It is submitted that this jurisprudence has equal application to the question of refusal to apply for a situation in suitable employment, which is involved in the present case.

5. As the union, and not the prospective employer, had imposed the condition whereby the claimant would allegedly lose the right to continue to be a member and to observe the

lawful rules of his union, it is submitted that section 61 of the Act does not apply in the present case.

6. It is respectfully submitted that the union's appeal be dismissed.

On behalf of the union, the Director of Legislation, Canadian Labour Congress, requested an oral hearing before the Umpire, which was held in Ottawa on December 17, 1963. The Director of Legislation argued, among other things, that, in view of the provisions of section 61 of the Act, the claimant could not be disqualified from receiving benefit under section 59(1)(a) of the Act. He based his contention on what he said was the jurisprudence established by the Umpire in decision CUB 644.

**Considerations and Conclusions:** Section 61 of the Act reads:

Notwithstanding anything in this Act, no insured person is disqualified from receiving benefit by reason only of his leaving or refusing to accept employment if by remaining in or accepting the employment he would lose the right

- (a) to become a member of,
- (b) to continue to be a member and to observe the lawful rules of, or
- (c) to refrain from becoming a member of any association, organization or union of workers.

In decision CUB 644, the Umpire dismissed the insurance officer's appeal on the ground that the employment which had been offered to a claimant was not suitable in that it was at a lower rate of earnings "than that paid in the district by agreement between employers and employees."

Consequently, the remarks made by the Umpire at the end of CUB 644 regarding the interpretation of the provisions contained in what is now section 61 of the Act would appear to be solely in the nature of an *obiter dictum* (incidental remark). Otherwise, it would be very difficult to explain the stand taken by the Umpire (a) in decision CUB 1331, wherein it was stated that "The rate of earnings recognized by good employers, as stipulated in section 59 of the Act, does not necessarily mean union rates," and (b) in several decisions dealing with participation in a labour dispute in which it was constantly held that the phrase "notwithstanding anything in the Act" does not have the effect of extending the application of the exceptional provisions of section 61 to labour dispute cases coming under section 63 of the Act.

In any event, and for the same reasons as those which I have clearly exposed in decision CUB 2022, I consider that the claimant was rightly disqualified from receiving benefit pursuant to section 59(1)(a) of the Act and that section 61 does not



apply in his case. In that decision I said, among other things:

(Translation) If it were recognized that, in a case of this kind, a claimant could avail himself of the exceptional provisions of section 61, this would be admitting that the Unemployment Insurance Act gives to others than insurance officers, boards of referees and the Umpire the power to decide the question of entitlement to benefit and to others than the Unemployment Insurance Commission, the power to make regulations, which seems to me to be an impossible thing. I believe, on the contrary, that the provisions of section 61 were made solely to protect the employee, as an individual, against an employer who might take the initiative in preventing him from becoming, from continuing to be, or from refraining from becoming a member of a workers' association and in making him lose his unquestionable right in this matter.

I consequently decide to dismiss the Brotherhood's appeal.

This decision shall apply *mutatis mutandis* (with necessary changes) in the case of the other two claimants.

### Decision CUB 2303, Jan. 13, 1964

**Summary of the Main Facts:** The claimant, 24 years of age, filed an initial application for unemployment insurance benefit at the Vancouver local office on September 19, 1963. According to the application, he had worked for a forest products company at Powell River, B.C., as a general labourer (registered occupation—junior executive trainee) at a wage of \$2.23 an hour from August 15, 1963 to September 13, 1963.

His reason for separation from this employment reads:

I left voluntarily. I was doing labour work there but I have graduated BSc. from U.B.C. and wish to get work in my field. Capable and available for work in Vancouver as of 16 Sept. 63.

In the confirmation of separation (form UIC 479), the employer stated on September 25: "Reason given was that he was returning to U.B.C." In the same form, the employer indicated that the claimant began his employment on August 22, 1962 and that his rate of pay was \$2.18 an hour and up.

On September 27, the local office informed the claimant of the reason for separation given by the employer and asked him to comment. At the time of adjudication, no reply had been received.

On the information that had been presented, the insurance officer disqualified the claimant and suspended benefit from September 15 to October 26, 1963 on the ground that he had voluntarily left employment without just cause (section 60(1) of the Act). The insurance officer notified

the claimant of this disqualification in a letter dated October 4, 1963.

The claimant's reply, dated October 3, 1963, to the request of September 27 referred to above reads:

I left my job at Powell River with the idea of returning to University to take a one-year course in education, leading to a permanent teaching certificate. However, when I arrived in Vancouver I received word from the university that my scholastic average in one major was not high enough to gain admittance. Also I was lacking a biological science. In order to rectify this, I shall have to return to U.B.C. for one summer session. Also my job in Powell River was simply common labour and since I will be receiving my Bachelor of Science degree in a couple of weeks, and I'm sure you understand that this is not suitable for me.

Now that I am in Vancouver, I plan to find work which is more suitable for me. I am not at University.

The claimant appealed to a board of referees and said:

Sometime during this month of October 1963, I shall be receiving a Bachelor of Science degree from the University of British Columbia. Since my job in Powell River was simply a labouring job and there was nothing else available, I was forced to come to Vancouver to find something more suitable for my qualifications.

When university students work in Powell River during the summer, they must sign a statement to the effect that their work will be terminated on or about the middle of September, when they return to school. This is to protect the employer from having to hire the student on as a full-time employee if the student should decide to take a year out from school to finance his education. In May 1962, I signed such a statement.

In July 1962, I attended the summer school session at U.B.C. and then returned to Powell River to await my results. When I found that my results in one course were not sufficient to qualify for a pass mark, I was forced to rewrite this examination in August 1963. For this reason I worked in Powell River for that year on a casual basis, with the understanding that my work would terminate in Sept. 1963. Therefore, when I received my results in Sept. 1963, and realized that I had completed everything necessary for my degree, I found it necessary to come to Vancouver to find a suitable job.

I feel I was 100% justified in leaving a labouring job in Powell River, which was on a part-time or casual basis, so that I might have the opportunity of finding something in Vancouver which would justify spending 4½ years and \$6,000 attending university. . .

The unanimous decision of the board of referees which heard the case in Vancouver on October 30, 1963, reads:

The essential issue presented to this board is that the claimant separated from his employment voluntarily in which he could have remained, and he did so without a definite prospect of other employment, for personal reasons. These reasons would be entirely valid from the claimant's point of view, since obviously a claimant shortly to receive a B.A. Sc. degree would want to obtain employment commensurate with that qualification.

While the board has the utmost sympathy with the claimant's ambitions and would congratulate him upon his initiative and resourcefulness in taking a labouring job in order to accumulate funds to further his education, we find ourselves in exactly the same situation which faced the insurance officer. That situation is that the claimant's separation from employment was a voluntary action, and as we have stated, for personal reasons; and such reasons cannot be accepted as just cause within the meaning of the Act, however valid they may be from a claimant's point of view.

Consequently we find ourselves with no alternative but to sustain the insurance officer's ruling which has imposed a disqualification under section 60(1) of the Act from 18 [sic] September 1963 to 26 October 1963. We confirm this disqualification and the appeal is therefore disallowed.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire on the following grounds:

I base my appeal on section 59(2)(c) of the Unemployment Insurance Act, which states "Employment of a kind . . . to be so employed".

As it was stated in my appeal to the board of referees, I was working as a manual labourer and feel that this type of work should be deemed not suitable for a person who has received a university education and has received a bachelor of science degree.

Leave to appeal to the Umpire was granted to the claimant on the following grounds:

In determining whether consent for leave to appeal to the Umpire should be granted, the chairman is governed by a directive from the Umpire himself, who is a Judge of the Exchequer Court of Canada and the final authority in the interpretation of the Act. That directive is that appeals should not be sent to him unless they embody some new principle for which no precedent exists. In evaluating this claimant's request I recognize that there are Umpire's decisions on record dealing with cases identical in principle. However, I respectfully suggest that there are some details in connection with this claimant's case which are essentially different to the precedents quoted by the insurance officer. It would seem to me to be in the best interests of all parties concerned to have the Umpire issue a ruling on this particular claimant's case and for that reason I am consenting to his request for leave to appeal to the Umpire.

**Considerations and Conclusions:** The claimant has adduced no convincing proof that he had been employed for a specified period of time by mutual agreement and that continuing work would no longer have been available for him after September 13, 1963, if he had desired to remain employed as a general labourer.

Since the claimant voluntarily chose to leave his employment, the burden was on him to prove, as required by section 60(1) of the Act, that he had "just cause" for leaving it.

Whether an individual has just cause for voluntarily leaving his employment must be measured by what an ordinary prudent person would have done under similar circumstances.

While it is understandable and commendable that the claimant should want to better himself by obtaining employment commensurate with his new qualifications, his decision to quit when he did is wholly a matter of personal choice with no element of urgency, necessity or compulsion. Furthermore, he made his decision to quit not only without having any definite prospect of other employment in the near future, but also even without having made any adequate enquiries as to the possibility of such prospects in the Vancouver area, where he subsequently registered for employment and said he was available for work.

As the claimant could have registered for other employment at any National Employment Office in British Columbia without quitting his job as a labourer, in quitting as and when he did he was, in a sense, requesting the Unemployment Insurance Fund to subsidize him during a period of purely voluntary unemployment.

As the Act does not envisage such use of the Fund, I consider that the claimant was rightly disqualified from receiving benefit pursuant to section 60(1) of the Act.

I consequently decide to affirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

## Recent Regulations

*(Continued from page 314)*

proclaimed a public holiday, the holiday provisions apply to the Monday and not to November 11.

**Minimum Age for Employment.** In keeping with former practices, a minimum age of 16 is again fixed for employment in hotels, restaurants, educational institutions, hospitals and nursing homes, workplaces outside the minimum-age require-

ment of the Factories Act. The same age requirement applies in amusement places except that, as before, the Minimum Wage Board is authorized to grant exemptions.

**Effective Dates.** The new orders were gazetted on February 14 as Sask. Reg. 65/64 to 76/64, and went into force on March 1, replacing orders published in June 1962 (O.C. 941/62 to 952/62).



## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in February Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 224 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 162 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 135 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall discriminate against in regard to employment because of his race, national origin, colour or region, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$40,508.70
Defence Production .....	122	1,446,079.00
Post Office .....	21	179,872.10
Royal Canadian Mounted Police .....	20	730,589.19
Transport .....	3	32,553.90

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no even shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in February

During February the sum of \$1,783.84 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 131 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in February

### DEPARTMENT OF AGRICULTURE

*Harrow Ont:* Parr Bros, installation of power distribution system for Research Branch Establishment. *Summerland B C:* Pacific Pipe & Flume Ltd, improvements to irrigation water supply system; W H Taylor Construction Ltd, construction of moth rearing room extension, Entomology Bldg, Research Station.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Montreal Que:* Sylvio Rodier, interior painting of apartments, St Georges Gardens; Tousignant Decorator Co, interior painting of apartments, Pie IX Blvd; Duke Industries Inc, interior painting of apartments, Place Benoit; Vallieres & Cusson Reg'd, interior painting of apartments, Cloverdale Park; Mauger & Perreault, interior painting of apartments, Le Domaine; Deschenes & Perreault, repairs to suite & public areas, Le Domaine. *Pointe Claire Que:* Vallieres & Cusson Reg'd, interior painting of apartments & public area, Delmar Court Apartments.

In addition this Corporation awarded 25 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Kootenay Indian Agency B C:* C Hanemayer Construction Ltd, plumbing improvements & associated work, Kootenay IRS.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Dartmouth N S:* The J P Porter Co Ltd, demolition & removal of French Cable Wharf, RCN. *Halifax N S:* Froggett & van der Mout, interior painting of 94 apartments, Windsor Park. *Camp Galetown N B:* Simpson Construction Ltd, addition to officers' mess. *Chatham N B:* The Edward Milner Co Ltd, replacement of refrigeration units in Army Ration Depot, RCAF Station. *St Jean Que:* Legendyk & Co Ltd, fire retardant painting interior of four barrack blocks, RCAF Station. *Val d'Or Que:* Paquin Construction Co Ltd, construction of armament compound, RCAF Station. *Barriefield Ont:* D J Cox Painting & Decorating, interior painting of six bldgs, Vimy Barracks; Automatic Sprinkler Co of Canada Ltd installation of automatic sprinkler system in Bldg C-36. *Camp Borden Ont:* Planned Renovators Ltd interior painting of 21 bldgs. *Downsview Ont:* Frank Ignagni, interior painting, Bldg No. 17, RCAF Station. *Petawawa Ont:* Burnley Contracting Co Ltd, interior repainting of 26 bldgs, Camp. *Rockcliffe Ont:* Allan Stewart & Basil Broad Construction Co Ltd, replacement of sanitary sewers, RCAF Station; Planned Renovators Ltd, epoxy coating of bathrooms in 150 PMQs, RCAF Station. *Shirley Bay (Ottawa) Ont:* J G Bisson Construction Ltd, extension of water supply, DRB. *Shilo Man:* Western Asbestos (1963) Ltd, industrial reflooring of eight bldgs, Camp. *Winnipeg Man:* North Star Decorating Co Ltd, interior painting of 104 PMQs, Fort Osborne Barracks; Belco Building & Decorating Co Ltd, interior painting of four bldgs, RCAF Station. *Calgary Alta:* J Mason & Sons Ltd, interior painting of 10 bldgs, Currie Barracks. *Cold Lake Alta:* Fraser & Rice Construction Ltd, supply & erection of school (21 transportable units), RCAF Station. *Edmonton Alta:* Ernest Painting & Decorating Ltd, interior painting of 218 PMQs, Griesbach Barracks. *Comox B C:* Art Greenall Ltd, epoxy coating of bathrooms in 100 PMQs, RCAF Station. *Esquimalt B C:* Farmer Construction Ltd, alterations to bldg No. 210 & construction of offices in Bldg No. 109, HMC Dockyard; W R Menzies & Co Ltd, steam connection of bldg to central heating plant; Parfitt Construction Co Ltd, renovations to Bldgs Nos 91, 53 & 53A. *Vernon B C:* R E Postill & Sons Ltd, replacement of wood stove water line, Camp.



## DEPARTMENT OF DEFENCE PRODUCTION

*Summerside P E I:* Arnold Cameron, repainting interior of Bldg 16, RCAF Station. *Dartmouth N S:* Martin & Moore Ltd, interior painting of 30 married quarters, Naval Radio Station. *Greenwood N S:* D J Lowe Ltd, fire retardant painting of hangar No 10, RCAF Station. *Shearwater N S:* Maritime Tile Co Ltd, repairs to terrazzo & concrete floors of various bldgs, RCN Air Station. *Saint John N B:* Norman W Francis Ltd, installation of fire detection system in bldg 36, Barrack Green. *Quebec Que:* Lionel Arsenaault Inc, installation of hardwood flooring, La Citadelle. *Centralia Ont:* C A McDowell Ltd, interior painting, Barrack Block 64, RCAF Station. *Ipperwash Ont:* George Andelfinger, interior painting of seven bldgs, Camp. *Kingston Ont:* Joice-Sweaner Electric Ltd, installation of automatic fire detection system, Armoury. *London Ont:* Ken Douglas Painting & Decorating, interior painting of nine PMQs, Oxford & Highbury Streets. *Owen Sound Ont:* Hart-hold & Son, general repairs, exterior & interior painting, Armoury. *Rockcliffe Ont:* H G Francis & Sons Ltd, supply & installation of stainless steel hoods over food heating equipment, RCAF Station. *Trenton Ont:* Walter F MacCormack, interior painting of officers' quarters, Bldg 111, RCAF Station. *Cold Lake Alta:* "Tony" Construction Co, alterations to cold air ducts in 198 PMQs. *Edmonton Alta:* Keeler Painting & Decorating Co Ltd, cleaning & painting fire damaged areas in Bldg D2, Griesbach Barracks. *Lancaster Park Alta:* Sieban Cement Contractor, replacement of concrete hangar approaches, RCAF Station, Namao. *Wainwright Alta:* Alph's Decorating Ltd, painting interior of two bldgs, Camp; Horton Steel Works Ltd, sandblasting, welding & painting of water tower, Camp; Horton Steel Works Ltd, sandblasting, welding & painting of standpipe, Camp. *Esquimalt B C:* Plaza Paint Pot, interior painting of 22 residences, Belmont Park. *Port Alberni B C:* Port Alberni Home Builders Ltd, repairing Bldgs 1001, 1002 & 1003, Alberni Military Camp. *Victoria B C:* Renfrew & Stewart Heating Ltd, reroofing Bldg 1119, Work Point Barracks.

In addition, this Department awarded 56 contracts containing the General Fair Wages Clause.

## NATIONAL HARBOURS BOARD

*Halifax N S:* J G Fitzpatrick Ltd, construction of truck loading facilities for grain elevator. *Montreal Que:* Leeds Bridge & Iron Works Ltd, construction of truck loading facilities on Jacques Cartier Pier, Section 18.

## NORTHERN CANADA POWER COMMISSION

*Fort Smith N W T:* McNamara Construction Western Ltd, construction of power plant, dams, spillway & access roads, Taltson River Hydro Electric Development.

## POST OFFICE DEPARTMENT

This Department awarded one contract containing the General Fair Wages Clause.

## PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Burlington Ont:* Swansea Construction Co Ltd, construction of east end sanitary sewer (phase 2). *Waterloo Ont:* E & E Seegmiller Ltd, construction of trunk sanitary sewer from Glenridge Place to Marshall Street. *Edmonton Alta:* P Kiewit & Sons Ltd, construction of sewage treatment lagoons—Contract No 271; McNamara Construction Western Ltd, construction of northeast interceptor sewer (42" pipe)—Contract No 273; A A Voice Construction, construction of northeast interceptor sewer (36" pipe)—Contract No 274; G C McLeod Co, construction of northeast interceptor sewer (33" pipe)—Contract No 275; Burns & Dutton Construction Co Ltd, construction of steel trestles—northeast interceptor sewer—Contract No 278.

## DEPARTMENT OF PUBLIC WORKS

*Arnold's Cove Nfld:* Pelley Enterprises Ltd, wharf reconstruction. *Avondale Nfld:* J J Hussey Ltd, construction of post office bldg. *Campbellton Nfld:* Twyne, Potter & Co, construction of post office bldg. *Cape Broyle Nfld:* J J Hussey Ltd, construction of post office bldg. *Carmanville Nfld:* Wm A Trask Ltd, construction of post office bldg. *Conception Harbour Nfld:* J J Hussey Ltd, construction of post office bldg. *Elliston Nfld:* Bloomfield Building Supplies, construction of post office bldg. *Ferryland Nfld:* J J Hussey Ltd, construction of post office bldg. *Gambo Nfld:* Davis Construction Ltd, construction of post office bldg. *Herring Neck Nfld:* Twillingate Engineering & Construction Co Ltd, construction of post office bldg. *Lawn Nfld:* Aylwards Ltd, construction of post office bldg. *Lewisporte Nfld:* M & T Construction Co Ltd, construction of marine haulout. *Little Cataline Nfld:* Bloomfield Building Supplies, construction of post office bldg. *Norman's*

*Cove Nfld:* Elzear Crocker, construction of post office bldg. *Norris Point Nfld:* James E Shears, construction of post office bldg. *Point Leamington Nfld:* Gid Sacrey Ltd, construction of post office bldg. *Port Blandford Nfld:* Bloomfield Building Supplies, construction of post office bldg. *Roberts Arm Nfld:* Ryan Bros, construction of post office bldg. *Rocky Harbour Nfld:* James E Shears, construction of post office bldg. *St Bernard Nfld:* Kevin Power, construction of post office bldg. *St John's Nfld:* J J Hussey Ltd, alterations to biological laboratory & exterior fire escape, Fisheries Research Laboratory Bldg. *St Mary's Nfld:* Empire Plumbing, Heating & Construction Ltd, construction of post office bldg. *Summerford Nfld:* Twillingate Engineering & Construction Co Ltd, construction of post office bldg. *Topsail Nfld:* Aylward's Ltd, construction of post office bldg. *Trinity Nfld:* Benson Builders Ltd, construction of post office bldg. *Victoria Nfld:* Aylward's Ltd, construction of post office bldg. *Crapaud P E I:* Donald A MacPherson Construction, construction of post office bldg. *Wellington Station P E I:* Fitzgerald & Snow Building Contractors Ltd, construction of post office bldg. *Church Point N S:* Bernard & Gerard Lombard, reinforcing northern face of wharf. *Ingonish Beach N S:* E K Potter Ltd, wharf repairs. *Joggins N S:* K P Allen Ltd, construction of post office bldg. *Lower Wedgeport N S:* Austin J Cottreau, construction of post office bldg. *Margaree Forks N S:* McIsaac & McLennan, construction of post office bldg. *Margaree Harbour N S:* Duncan MacDonald, construction of post office bldg. *Musquodoboit Harbour N S:* Fisher & Miller Construction, construction of post office bldg. *Westchester Station N S:* MacBurnie Bros Ltd, construction of post office bldg. *Albert N B:* Gauvin Construction Ltd, construction of post office bldg. *Allardville N B:* Connolly Construction Ltd, construction of post office bldg. *Clair N B:* Ouellon Construction Ltd, construction of post office bldg. *Eel River Crossing N B:* Ouellon Construction Ltd, construction of post office bldg. *Grande Anse N B:* Ouellon Construction Ltd, construction of post office bldg. *Jacquet River N B:* Ouellon Construction Ltd, construction of post office bldg. *Memramcook N B:* Gauvin Construction Ltd, construction of post office bldg. *Fredericton N B:* R L Kilburn Ltd, interior painting, federal bldg. *Paquetville N B:* Ouellon Construction Ltd, construction of post office bldg. *Baie Comeau Que:* Manik Construction Ltd, wharf repairs. *Cacouna Que:* Joseph Boulay, construction of post office bldg. *La Tuque Que:* AlSCO Montreal Inc, aluminum windows replacement, federal bldg. *Montcerf Que:* R Martel & Fils Enrg, construction of post office bldg. *Montreal Que:* Oscar Brault, interior cleaning of Charpentier Bldg; Beaver Master Services, cleaning interior, etc., Postal Station "H", 1420 Ste Catherine St West; Nation-Wide Interior Maintenance Co Ltd, interior cleaning, UIC Bldg, 1441 St Urbain St; Allied Building Services (1962) Ltd, interior cleaning, Packard Bldg, 729 St Antoine St. *St Charles de Caplan Que:* Eugene Beaulieu, wharf repairs. *Ste Florence Que:* Henri Dube, construction of post office bldg. *St Moise Que:* Robert Ducasse, construction of post office bldg. *Sept Iles Que:* Victor Gauthier, improvements to shed, Mgr Blanche St Wharf. *Sorel Que:* Raoul Aussant, interior painting, federal bldg. *Val d'Or Que:* G Mercier Enrg, wharf construction. *Wotton Que:* Marquis & Freres Ltee, construction of post office bldg. *Arnprior Ont:* Pillar Construction Ltd, alterations to various bldg, Civil Defence College. *Avonmore Ont:* J A Sauve Construction Ltd, construction of post office bldg. *Bath Ont:* Carlo Sorensen, construction of post office bldg. *Bearskin Ont:* T Zelmer Construction Co Ltd, construction of school & residence & electrical alterations to pump & powerhouse, Sioux Lookout Indian Agency. *Britt Ont:* Gerard Builders of North Bay Ltd, construction of post office bldg. *Embrum Ont:* K C Martin Construction Co Ltd, construction of post office bldg. *Hepworth Ont:* Lexington Contracting Ltd, construction of post office bldg. *Kearney Ont:* Young's (Huntsville) Ltd, construction of post office bldg. *King City Ont:* Gorsline Construction Ltd, construction of post office bldg. *London Ont:* Putherbough Bros Construction Co, alterations to 1st & 2nd floors, Dominion Public Bldg. *Moose Creek Ont:* J A Sauve Construction Ltd, construction of post office bldg. *Ottawa Ont:* Allied Building Services (1962) Ltd, interior cleaning, Veterans' Affairs Bldg, Wellington St; Atlas Building Cleaning Co, interior cleaning, Insurance Bldg, Confederation Heights; Three Star Building Cleaners, interior cleaning, Colonel By Towers, Bronson Ave; J H Meilleur, repairs to roof, DVA Bldg; Atlas Building Cleaning Co, cleaning interior, Kent-Albert Bldg; Sanco Ltd, interior cleaning, Sir Charles Tupper Bldg, Confederation Heights; Andrews Bros Construction Ltd, general alterations, Kent-Albert Bldg. *Ottawa, Ont & Hull, Que:* Sanco Ltd, cleaning windows of federal bldgs. *Princeton Ont:* Vic Carter Ltd, construction of post office bldg. *Rosseau Ont:* Young's (Huntsville) Ltd, construction of post office bldg. *Shelburne Ont:* Willard N Hunt, construction of post office bldg. *Weston Ont:* G C Harris Construction Co, alterations to old federal bldg. *Whitney Ont:* P J Bordowitz, construction of launching ramp & wharf for small craft. *Marfeking Man:* S W Bates, construction of post



office bldg. *Fort MacLeod Alta*: Glenn Little, renovations to federal bldg. *Lacombe Alta*: Mr & Mrs R Keitel, interior cleaning of federal bldg. *Ladysmith B C*: Mark F Rukin, interior cleaning of federal bldg. *Richmond B C*: Vancouver Pile Driving & Contracting Co Ltd, renewal of seaplane ramp. *Vancouver B C*: American Building Maintenance Co Ltd, interior cleaning of Customs House, 1001 Pender Ave.

In addition, this Department awarded 45 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*Welland Ont*: Foley Foundry & Machine Co Ltd, modification of machinery on vertical lift bridges Nos 17 & 20 for standby power, Welland Canal.

#### DEPARTMENT OF TRANSPORT

*Windsor Ont*: Whelpton Electric Ltd, installation of power distribution switchboards, Airport. *Grande Prairie Alta*: Cookshaw Electric Ltd, rehabilitation of power distribution system & related work, Airport. *Victoria B C*: Peterson Electric Construction Co Ltd, installation of car park lighting, International Airport.

In addition, this Department awarded eight contracts containing the General Fair Wages Clause.

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## Federal-Provincial Labour Conference

(Continued from page 268) .

### Concluding Statement

Summing up at the conclusion of the conference, Mr. MacEachen commented on each of the items discussed.

On apprenticeship he said that the new apprenticeship agreement that was discussed developed some new emphases in apprenticeship. It provides for a more flexible and less restrictive approach by providing, through greater federal support, for a greater emphasis on the role of industry in the development of apprenticeship.

On the Manpower Consultative Service he said there was agreement among the provinces that this was a useful and significant way to deal with manpower problems ensuing from automation and technological change. Assurances of provincial support in the development of the program had been given, Mr. MacEachen said.

There was general agreement on the need for progressive labour standards in Canada as a whole, he stated, and a recognition of the gap that existed in federal labour standards as compared with the usual coverage in provincial jurisdictions.

## Industrial Fatalities

(Continued from page 273)

Industrial diseases, 10 were the result of conflagrations, temperature extremes and explosions, 10 were caused by electric current and 1 was the result of over-exertion.

On labour-management co-operation the Minister said that there was a growing necessity for co-ordination of activities, in view of the intense interest being shown in this subject by all levels of government, management and labour, and by university, church and other private agencies.

It was the general consensus that there should be co-operation of governments in developing good relations between labour and management, the Minister declared.

On the ILO, Mr. MacEachen reported agreement in principle that Canada should seek to ratify some of the existing ILO Conventions of which the subject matter falls partly within federal and partly within provincial jurisdiction. It will be necessary, he said, to work out appropriate procedures and this will be explored in consultations between the federal and provincial Departments of Labour.

Mr. MacEachen spoke of the brief discussion of the ways and means by which provincial Departments of Labour might integrate their work with that of the federal Department in meeting the manpower problems that would arise in a national emergency.

By province of occurrence, the largest number of fatalities, 79, was in Ontario. In British Columbia there were 44, in Quebec 33 and in Alberta 26.

During the quarter, there were 98 fatalities in October, 73 in November and 76 in December.

## PRICE INDEX

### Consumer Price Index, March 1964

The consumer price index (1949=100) increased 0.1 per cent to 134.6 at the beginning of March from 134.5 in February. The March index was 1.9 per cent above the March 1963 index of 132.1.

Four of the seven main component groups were unchanged but three were higher. The clothing index showed the largest increase.

The food index was unchanged from its February level of 131.3. Prices were higher for most fresh and canned fruits and vegetables, cookies and sweet biscuits, coffee, butter and shortening and some cuts of meat. Price decreases occurred for sugar—continuing a decline that began in December 1963—beef, pork chops, chicken and eggs.

The housing index increased 0.1 per cent to 137.5 from 137.3 as indexes for both the shelter and household operation components were higher. The shelter index rose 0.1 per cent; rent was unchanged but home-ownership prices increased. The household operation index increased 0.2 per cent, mainly as a result of higher prices for furniture, floor coverings and textiles. Prices for utensils and equipment were lower.

The clothing index advanced 0.7 per cent to 118.6 from 117.8. Higher prices for men's, women's and children's wear, footwear and clothing services outweighed decreases in prices for piece goods.

The transportation index at 143.0 was 0.3 per cent higher than the February index of 142.6. An increase in the Ontario gasoline tax from 13 to 15 cents a gallon, substantially higher license fees and increased prices for tires and batteries moved the automobile operation component. Local transportation increased as a result of higher bus fares in a few cities.

The health and personal care index was unchanged at 165.4. The health care component was unchanged and an increase in the personal care group was not sufficient to move the index.

The recreation and reading index remained at its February level of 152.3 as price increases for television repairs were offset by decreases for bicycles.

The index for tobacco and alcohol was unchanged at 119.4, despite a slight increase in prices of alcoholic beverages.

Group indexes in March 1963 were: food 128.9, housing 136.0, clothing 115.6, transportation 139.6, health and personal care 159.9, recreation and reading 148.6 and tobacco and alcohol 118.0.

### City Consumer Price Indexes, February 1964

Consumer price indexes (1949=100) rose between January and February in six of the ten regional cities. Increases ranged from 0.1 per cent in Saint John and Toronto to 0.6 per cent in Montreal. The Vancouver index declined 0.2 per cent. The Halifax, Winnipeg and Saskatoon-Regina indexes were unchanged.

Food indexes fell in seven cities and rose in three; the decreases ranged from 0.2 per cent in Winnipeg, Saskatoon-Regina and Edmonton-Calgary to 0.6 per cent in Halifax, and the increases ranged from 0.5 per cent in Saint John to 0.9 per cent in Montreal.

Movements in the housing component were mixed: four cities had higher indexes, four lower, and two unchanged. Clothing indexes rose in four cities, declined in three, and were constant in three. Transportation indexes were higher in nine cities and unchanged in one. Indexes for health and personal care rose in three cities, fell in five, and remained unchanged in two. The recreation and reading index moved up in nine cities and down in one. The indexes for tobacco and alcohol were higher in six cities, unchanged in four.

Regional consumer price index point changes between January and February were: Montreal +0.8 to 134.7; St. John's +0.6 to 120.8\*; Ottawa +0.4 to 135.0; Saint John +0.2 to 134.3; Edmonton-Calgary +0.2 to 127.7; Toronto +0.1 to 136.0; Vancouver -0.2 to 131.7. Halifax, Winnipeg and Saskatoon-Regina remained unchanged at 131.6, 131.4 and 129.0 respectively.

### Wholesale Price Index, February 1964

Canada's general wholesale index (1935-39=100) declined 0.3 per cent to 246.1 in February from 246.9 in January but rose 1.4 per cent from the February 1963 index of 242.8.

Two major group indexes declined, five increased and one remained unchanged.

The vegetable products group index, which decreased 2.3 per cent to 231.2 in February from 236.7 in the preceding month, was the main cause of the decline in the index. The non-metallic minerals products group index of 191.6 dipped slightly from 191.7 in January.

The chemical products group index showed the greatest advance during February, moving up 0.9 per cent to 190.1 from 188.4. The animal products group index

\*On base June 1951=100.



increased 0.6 per cent to 248.6 from 247.0. Other group indexes which advanced in February were textiles, up 0.4 per cent to 249.2 from 248.2, wood products up 0.2 per cent to 330.3 from 329.7, and non-ferrous metals, which rose less than 0.1 per cent to 201.2 from 201.1.

The iron products group index of 255.0 remained unchanged from January.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.6 per cent, from 215.0 to 216.3, in the three weeks ended February 21. The field products index declined 0.5 per cent, from 166.4 to 165.5, and the animal products index rose 1.3 per cent, from 263.6 to 267.1.

#### U.S. Consumer Price Index, February 1964

For the first time since December 1962, the United States consumer price index

(1957-59=100) has declined. In February it moved from 107.7 to 107.6.

About two thirds of the drop in the index was caused by refunds on gas utility bills and lower prices for gasoline. Food prices, rents, home ownership costs, medical costs and health and recreation services costs were higher.

#### British Index of Retail Prices, January 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 104.7 at mid-January from 104.2 at mid-December 1963. The January 1963 index was 102.7.

The food index rose to 105.4 from 104.6 as a result of higher prices for many items, particularly fresh vegetables, partially offset by reductions in the price of eggs.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 186

### Aged

1. U.S. PRESIDENT'S COUNCIL ON AGING. *The Older American; [1st Report, 1962/3]* Washington, GPO, 1963. Pp. 73.

This first annual report of the U.S., President's Council on Aging tells something about the older citizens' income, health, employment, housing, and their place in the community, etc.

2. WORKSHOP [ON] EDUCATION FOR AGING, TORONTO, 1962. *Proceedings.* Toronto, Ontario Society on Aging, 1962. Pp. 78.

Workshop held October 26, 1962.

Contains discussions by a panel and by workshop groups which dealt with such topics as health, retirement, the family, and leisure as they pertained to older workers.

### Automation

3. *Focus on Automation the Management View, the Labor View, the International Questions* [by] John I. Snyder, Jr.,

A. J. Hayes [and] David A. Morse. [New York, American Foundation on Automation and Employment, inc., 1963] Pp. [18].

Talks presented at a dinner given on December 13, 1962 by David A. Morse, Director General of the International Labour Office, in honor of John I. Snyder, Jr. and Albert J. Hayes, co-chairman of the American Foundation on Automation and Employment, Inc., jointly set up by U.S. Industries, Inc., a manufacturer of automation machinery (of which Mr. Snyder is chairman and president) and by the International Association of Machinists (of which Mr. Hayes is international president). These talks tell something of the American Foundation on Automation and Employment, Inc. and about its research into the problems caused by automation.

4. NEW SOUTH WALES. DEPARTMENT OF LABOUR AND INDUSTRY. *Notes on Report and Recommendations of the Honourable Mr. Justice Jack Richards on the Inquiry into Recent Mechanization and Other Technological Changes in Industry.* [Sydney] Government Printer [1963?] Pp. 61.

A summary of the report of a New South Wales Industrial Inquiry Commission into the effects of mechanization and other technological changes in industry.

### Business

5. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Planning and Organizing an Export Trade Education Program*, by Willem Winkel. Washington, GPO, 1963. Pp. 42.

A suggested curriculum for a course to teach the small businessman about the operation of foreign trade.

6. WATERLOO LUTHERAN UNIVERSITY. WATERLOO UNIVERSITY COLLEGE. DEPARTMENT OF ECONOMICS AND BUSINESS ADMINISTRATION. *International Business Management Lectures, 1962, [Waterloo, 1963?]* Pp. 70.

Sponsored in co-operation with the Canada Department of Trade and Commerce.

Partial Contents: The Export Potential for Canada, by George H. Hees. New Frontiers in Financing Canadian Export Trade, by Hugh Aitken and H. Duke Scott. Labour Costs as a Factor in Import Competition, by Robert M. Adams. Labour's Viewpoint of Imports and Exports—Are we pricing ourselves out of the Foreign Markets? By Russell Bell. The Position of the Secondary Industry in Canada's Foreign Trade, by John D. Campbell.

### Collective Bargaining

7. BEAL, EDWIN, F. *The Practice of Collective Bargaining*, by Edwin F. Beal and Edward D. Wickersham. Rev. ed. Homewood, Ill., R. D. Irwin, 1963. Pp. 772.

The subject matter is under four headings: The study of collective bargaining; the practice of collective bargaining; the issues in collective bargaining; and cases in collective bargaining.

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Collective Agreement Provisions in Major Manufacturing Establishments, 1963*. Ottawa, 1963. Pp. 31.

A review, in tabular form, of a number of provisions of collective agreements in 361 establishments employing about 275,000 people. Some of the topics are union security, seniority, hours of work, premium pay for time worked, pay for time not worked, pay guarantees, grievances and arbitration, special provisions for women, and older and/or handicapped workers.

### Disabled—Rehabilitation

9. CANADIAN CONFERENCE ON SHELTERED EMPLOYMENT, STE. ADELE, QUEBEC, 1962. [*Proceedings*] Toronto, Canadian Rehabilitation Council for the Disabled [1963?] Pp. 104.

Conference held October 1962 and sponsored by Canadian Rehabilitation Council for the Disabled.

"Sheltered employment" is a term used for employment provided for physically, mentally, emotionally and socially handicapped persons whether provided in a "workshop" or elsewhere in the community. This volume contains six papers presented at the Conference, dealing with the provision of employment opportunities for the disabled.

10. NATIONAL INSTITUTE ON REHABILITATION AND WORKMEN'S COMPENSATION, UNIVERSITY OF MICHIGAN, 1962. *Rehabilitating the Disabled Worker, a Platform for Action; Report*. Monroe Berkowitz editor. Conducted by the National Institutes on Rehabilitation

and Health Services, Inc., in co-operation with the University of Michigan and the Vocational Rehabilitation Administration. Washington, U.S. Dept. of Health, Education, and Welfare, Vocational Rehabilitation Administration, 1963. Pp. 180.

Contents: Summary Recommendations of the Institute. An Overview of Workmen's Compensation. Administrative Responsibilities of the Workmen's Compensation Agency. Litigation as a Barrier to Rehabilitation. Structuring Cash Benefits to provide Incentives for Rehabilitation. Statutory Limitations as a Barrier to Rehabilitation. Supervision of Medical Care and Rehabilitation Services. Rehabilitation Facilities and Personnel.

### Economic Conditions

11. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *A Study of Industrial Growth*. New York, 1963. Pp. 55.

An "approach to the study of the structure of manufacturing industry in developing countries and a means of projection of the general trends in this sector of the economy."

12. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1962*. New York, United Nations, 1963. 2 volumes.

Contents: 1. *The Developing Countries in World Trade*. 2. *Current Economic Developments*.

### Education

13. ALBERTA. UNIVERSITY. FACULTY OF EDUCATION. DIVISION OF EDUCATIONAL ADMINISTRATION. *Composite High Schools in Canada; a Study*. Edited by John H. M. Andrews and Alan F. Brown. Edmonton, Committee on Educational Research, Faculty of Education, University of Alberta, c1958. Pp. 111.

14. ARCHITECTURAL RECORD. *Schools for the New Needs: Educational, Social, Economic*. Foreword and introd. by Frank G. Lopez, senior editor. [New York] F. W. Dodge Corp., c1956. Pp. 312.

15. CAUDILL, WILLIAM WAYNE. *Toward Better School Design*. New York, F. W. Dodge Corp., 1954. Pp. 271.

16. KAY, H. *Teaching Machines and their Use in Industry*, by H. Kay, J. Annett and M. E. Sime. London, HMSO, 1963. Pp. 30.

"... A factual account of teaching machines and what they attempt to achieve—with particular reference to industry."

17. PARMENTER, MORGAN DEWART, Ed. *You and University; a Text-Workbook of Information, Suggestions and Activities to help you make the Most of*



*Present Opportunities and to assist You in planning Your Future.* Toronto, Published by Crest Publishing Co. Ltd.; Distributed by the Guidance Centre, Ontario College of Education, University of Toronto, 1963. Pp. 112.

18. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *Simple Reading Material for Adults: its Preparation and Use.* Paris, 1963. Pp. 95.

"... Intended as a working guide—a 'how to do it' manual—for those who are writing, illustrating and publishing reading materials for new literates."

19. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *World Trends in Secondary Education.* Paris, 1962. Pp. 159.

"This publication contains the Introduction and the 'international' chapters of UNESCO's *World Survey of Education: III—Secondary Education.*"

Contents: World Survey of Education, 1953-57. School-age and School-going Populations. The Progress of Secondary Education since 1930. The Trends of Educational Change. The Expansion of Secondary Education. The Transition from Primary to Secondary School Curriculum. Secondary Education Periodicals.

20. U.S. OFFICE OF EDUCATION. *Education in the United States of America.* Washington, GPO, 1960. Pp. 134.

## Industrial Relations

21. INTERNATIONAL LABOUR OFFICE. *Report to the Government of Ceylon and Labour-Management Relations Training.* Geneva, 1963. Pp. 48.

ILO/TAP/Ceylon/R. 22.

At head of title: Expanded programme of technical assistance.

Concerns the visit of an expert from the International Labour Office "to advise and assist the Management Division of the Ceylon Institute of Scientific and Industrial Research in organizing and developing a labour-management relations training program and to train its staff for the purpose."

22. LABOUR-MANAGEMENT CONFERENCE ON INDUSTRIAL RELATIONS IN BRITISH COLUMBIA, UNIVERSITY OF BRITISH COLUMBIA, 1963. [*Proceedings*] Edited by J. T. Montague and S. M. Jamieson. Vancouver, Institute of Industrial Relations, University of British Columbia, 1963. Pp. 235.

Conference sponsored by the B.C. Department of Labour and held June 26-29, 1963.

On cover: British Columbia Labour Management Conference, 1963.

Partial Contents: The Nature and Character of Collective Bargaining—its Challenges, Trials, Accomplishments and Failures. The Nature and Character of Collective Bargaining in British

Columbia—its Challenges, Trials, Accomplishments and Failures. The Role of Collective Bargaining Research and Statistics in Industrial Relations. Problems of Collective Bargaining in a Changing Technology—its Impact on Wages, Working Conditions and Fringe Benefits. The Growth of Third Party Power in Industrial Disputes. Ways and Means by which Labour and Industry can improve Third Party Intervention in Industrial Disputes. The Role of the International Labour Organization in Industrial Relations.

## Labour Organization

23. BROTHERHOOD OF LOCOMOTIVE ENGINEERS. [*A Century of Service*] *Souvenir Program, BLE Centennial/GIA Diamond Jubilee, Detroit, Michigan, May 5-8, 1963.* [Cleveland, 1963] Pp. 68.

An illustrated booklet about the Brotherhood of Locomotive Engineers.

24. HOFFMAN, MILES E. *A Contemporary Analysis of a Labor Union: Development, Structure, Functions; Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-CIO-CLC)* [Philadelphia?] 1962. Pp. [35].

A brief look at the history and present administration of the union.

25. HOFFMAN, MILES E. *A Contemporary Analysis of a Labor Union: Development, Structure, Functions; Grand International Brotherhood of Locomotive Engineers.* [Philadelphia?] 1963. Pp. 32.

Pamphlet dealing with the history of the union and its present administration.

26. HOFFMAN, MILES E. *A Contemporary Analysis of a Labor Union: Development, Structure, Functions; National Association of Letter Carriers of the United States of America, AFL-CIO.* [Philadelphia?] 1963. Pp. 46.

27. SEAFARERS' INTERNATIONAL UNION OF CANADA. *Statement relative to the Report of the Industrial Inquiry Commission on the Disruption of Shipping.* Montreal, 1963. Pp. 108.

28. U.S. BUREAU OF LABOR STATISTICS. *Disciplinary Powers and Procedures in Union Constitutions.* Washington, GPO, 1963. Pp. 202.

A study of the formal rules of discipline in the constitutions of 158 national and international unions in the U.S.

## Labour Supply

29. INTERNATIONAL LABOUR OFFICE. *Employment Objectives and Policies.* Geneva, 1963. Pp. 232.

At head of title: PTCE/1 (1963). Report 1. International Labour Organization. Preparatory Technical Conference on Employment, Geneva, 1963.

An analysis of the major employment problems existing in the world at the present time and some suggestions for dealing with these problems.

30. INTERNATIONAL LABOUR OFFICE. *Employment Promotion with Special Reference to Rural Areas and with Due Regard to I.L.O. Social Objectives and Standards*. Second item on the agenda. Geneva, 1962. Pp. 117.

At head of title: Report 2. International Labour Organization. Fifth Asian Regional Conference, Melbourne, 1962.

### Labouring Classes

31. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. *Labour Problems in the Australian Economy*. Adelaide, Hyde Park Press, Ltd., 1963. Pp. 54.

At head of title: Eighth Summer School of Business Administration, 1963.

Contents: Wages Policy [in Australia.] Conciliation and Industrial Peace. Unemployment in Australia.

32. CANADA. DEPARTMENT OF LABOUR. *Protection under Law against Employment Discrimination*. Ottawa, Queen's Printer, 1963. Pp. 22.

Explains parts of federal and provincial legislation pertaining to employment discrimination.

33. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Check-off*. Brussels, 1963. Pp. 10.

A brief examination of the pros and cons of the check-off system.

34. LABOUR ADMINISTRATION SEMINAR FOR ENGLISH-SPEAKING PARTICIPANTS FROM AFRICAN COUNTRIES, FREETOWN, SIERRA LEONE, 1962. *Practical Problems of Labour Inspection; Report*. Geneva, International Labour Office, 1963. Pp. 297.

At head of title: ILO/TAP/AFR/R. 2. International Labour Office. Expanded programme of technical assistance.

Seminar held Freetown, Sierra Leone, November 2-15, 1962.

Discussion at the Seminar dealt with the organization, working and practical problems of services involving the inspection of labour, factories, mines, wages, etc.

35. NOVA SCOTIA. FACT-FINDING BODY RE LABOUR LEGISLATION. *Report*. [Halifax?] 1962. Pp. 163.

Judge Alexander H. McKinnon, Fact-finding Body.

The Fact-finding Body was set up to study labour legislation in Nova Scotia and in other provinces; to obtain the opinions of experts regarding the effectiveness of this legislation in protecting the interests of the employer, employee, unions, and the public; and to consider just how much industrial peace was promoted by the labour legislation.

### Noise

36. GREAT BRITAIN. COMMITTEE ON THE PROBLEM OF NOISE. *Noise; Final Report*. London, HMSO, 1963. Pp. 235.

Sir Alan Wilson, chairman.

The Committee's assignment was "to examine the nature, sources and effects of the problem of noise and to advise what further measures can be taken to mitigate it." The Committee examined the general effects of noise, the laws relating to it in Great Britain, and different types of noises, such as noise in towns, in buildings, from motor vehicles, trains, aircraft, building construction, etc.

37. GREAT BRITAIN. MINISTRY OF LABOUR. *Noise and the Worker*. London, HMSO, 1963. Pp. 19.

About noise and its reduction.

### Occupations

38. ASSOCIATION OF PART-TIME SOCIAL WORKERS. *Part-time Employment, and Some Aspects of Recruitment and Training in Social Work, an Enquiry in London* [by] Helene Curtis [and] Phyllis Willmott. London [1962] Pp. 18.

A report of interviews with 39 people in voluntary agencies, government departments, professional associations, universities and employment agencies in the London area to determine the need for part-time social workers. Examines such questions as the employer and the part-time worker, recruitment and training requirements, and the need for a Social Work Advisory Centre.

39. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Technicians in Science and Engineering*. Ottawa, Queen's Printer, 1963. Pp. 81.

Contents: Nature of the Work. Fields of Work. Preparation and Training. Personal Qualities Needed. Advancement. Earnings. Organizations. Employment Outlook. Seeking Employment. Includes a list of educational establishments and of typical occupations.

40. U.S. BUREAU OF LABOUR STATISTICS. *Occupational Outlook Handbook; Employment Information on Major Occupations for Use in Guidance*. [6th ed.] Washington, GPO, 1963. Pp. 792.

Contains brief descriptions of almost 700 occupations. Information is provided for each one on the nature of work, where employed, training and other qualifications, employment outlook, earnings and working conditions, and where to go for more information.

### Unemployment

41. HABER, WILLIAM. *The Impact of Technological Change, the American Experience*, by William Haber, Louis A. Ferman [and] James R. Hudson. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 62.



A summary and appraisal of the findings of 17 studies dealing with the adjustment to job displacement in the U.S. between 1929 and 1961.

42. ILLINOIS. GOVERNOR'S COMMITTEE ON UNEMPLOYMENT. *Report*. Springfield, 1963. 1 volume (various pagings).

Contents: The Unemployed. Manpower and Natural Resources. Economic Growth and the Demand for Labour. Education and Training. Cornerstone. Guidance and Counseling. Bringing Worker and Job together. The Unequal Job Opportunity. The Communication Gap. Income for the Unemployed. Work Programs. Recommendations.

### Wages and Hours

43. THOLE, HENRY C. *Are Wages High in Detroit?* By Henry C. Thole and Harold C. Taylor. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 86.

A comparison of wages by industry and occupation between Detroit and New York, Los Angeles, Chicago, and Cleveland.

44. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for the United States, 1909-62. Based on the 1957 Standard Industrial* Pp. 632.

### Women

45. CANADA. WOMEN'S BUREAU. *Day Care Services for Children of Working Mothers*. [Ottawa] 1964. Pp. 11, 2.

Women's Bureau Bulletin No. 11, January 1964.

46. EYDE, LORRAINE DITTRICH. *Work Values and Background Factors as Predictors of Women's Desire to work*. Columbus, Bureau of Business Research, College of Commerce and Administration, Ohio State University, 1962. Pp. 88.

The information in this report is based on a study of students and alumnae of Jackson College, a division of Tufts University in Medford, Mass., of the classes of 1953 and 1958. The study looked into the family backgrounds, work motivations, and some of the attitudes of these women.

47. STERN, MADELEINE BETTINA. *We the Women; Career Firsts of Nineteenth-Century America*. Wood engravings by John Depol. New York, Schulte Pub. Co., 1963 [i.e. 1962] Pp. 403.

Contains 14 short biographies of women who were pioneers in their fields: the arts, science and technology, the professions and trades, and business and industry.

### Miscellaneous

48. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Drayton Valley*. Rev. September 1963. Edmon-

ton, Dept. of Industry and Development, 1963. Pp. 12.

49. *The Atlantic Provinces Statistical Review*. 3d ed. [Halifax] Atlantic Provinces Economic Council, 1963. Pp. 90.

50. DAWSON, ROBERT MacGREGOR. *The Government of Canada*. 4th ed. revised by Norman Ward. Toronto, University of Toronto Press, 1963. Pp. 610.

This book consists of seven parts: 1. Constitutional Development. 2. The Constitution. 3. The Executive. 4. The Administration. 5. The Legislature. 6. The Judiciary. 7. Political Parties.

51. *Mathematics and the Social Sciences; the Utility and Inutility of Mathematics in the Study of Economics, Political Science, and Sociology*. A Symposium, sponsored by the American Academy of Political and Social Science. Edited by James C. Charlesworth. Philadelphia, American Academy of Political and Social Science, 1963. Pp. 121.

52. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Pretesting Advertising*, by Harry Deane Wolfe [and others] New York, 1963. Pp. 212.

Presents the results of a two-year study of the pre-testing practices of many American and Canadian advertisers, advertising agencies, and research firms. Describes and evaluates the basic methods used to determine the probable effectiveness of advertising before money is spent on media. Includes case studies.

53. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Production and Export of Mechanical and Electrical Engineering Goods*. Geneva, United Nations, 1963. Pp. 175, 17.

Contents: Mechanical and Electrical Engineering within the Framework of an Industrial Economy. Production and Imports of Machinery in Non-European Countries. General Aspects of World Trade in Machinery. The Product Pattern of Machinery Exports by Main Suppliers, 1957 to 1959. Geographical Distribution of Machinery Exports, 1957 to Broad Outline of International Trade in Machinery in 1960.

54. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in Sawmills*. Washington, GPO, 1963. Pp. 90.

55. U.S. BUREAU OF LABOR STATISTICS. *Prices: a Chartbook, 1953-62*. Supplement September 1963. Bulletin no. 1351-1. Washington, GPO, 1963. Pp. 60.

56. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Utilization in the Federal Government. Hearings before the Subcommittee on Manpower Utilization of the Committee on Post Office and Civil Service, House of Representatives, Eighty-*

*seventh Congress, Second Session . . .*  
Washington, GPO, 1962. Pp. 450.

Hearings held Feb. 6-Apr. 11, 1962.

These hearings dealt with manpower programs and management improvement projects of the departments and agencies of the U.S. Federal Government.

57. U.S. INTERNAL REVENUE SERVICE. DATA PROCESSING SYSTEMS DIVISION. *Systems and Procedures, a Notebook for the Systems Man.* Washington, GPO, 1963. Pp. 42.

Outlines a "plan of action for carrying out the basic objectives of the organization."

## McGill's Industrial Relations Conference Coming June 8 and 9

The McGill University's 16th annual Industrial Relations Conference will be held in Montreal on June 8 and 9.

Hon. Allan J. MacEachen, Minister of Labour, will be the speaker at the conference dinner, and J. P. Francis, Director of the Economics and Research Branch, will address the opening session.

Mr. MacEachen's topic will be "Government Manpower and Employment Policy in Canada," Mr. Francis's will be "The Unemployment Problem."

The afternoon session on the first day will be addressed by Pierre-Paul Proulx, McGill University, whose subject will be "The Structural Controversy in the Canadian Context," and by Dr. John H. G. Crispo, School of Business, University of Toronto, will speak on "Manpower Implications."

On the second day, Dr. Harry G. Johnson, University of Chicago, will give an address in the morning on "Employment Theory and Public Policy in the North American Context." The afternoon session will be occupied with a symposium in which three speakers—labour, management and government—will take part under the chairmanship of Hon. Eric Kierans, Quebec Minister of Revenue.

The labour view will be presented by Harry Crowe, Canadian Brotherhood of Railway, Transport and General Workers; the management view by Robert Moysse, Aluminum Company of Canada; and the government view by Dr. John J. Deutsch, Chairman of the Economy Council of Canada.

After the symposium, those who have presented papers during the conference will join in a discussion.

## Kaiser Long-Range Sharing Plan

Parties to the Kaiser Steel Long-Range Sharing Plan (L.G., Feb., p. 101) are well pleased with its first year of operation, it has been reported.

Cost reductions for the period March 1963 to February 1964 came to more than \$10.5 million, of which \$3.8 million was passed along to the employees.

Average payments ranged from a high of 66 cents an hour in April 1963, the plan's first month, to a low of 20 cents an hour in January and February 1964. They added up to a total for the year of \$775 per employee, or approximately 16 per cent of base pay.

The Kaiser plan provides that 32½ per cent of any savings effected in the use of materials and supplies, and from increased labour productivity, goes to employees on incentive who voluntarily switch to the new arrangement. The number of participating employees has grown from 3,930 in February 1963 to 5,000 in February 1964.

Miss Dora Edith Cross, who served with the Department of Labour from 1928 until her retirement in 1959, died on February 2 at the age of 70 years, the LABOUR GAZETTE has learned. On joining the Department as a Junior Industrial Research Clerk in 1928, Miss Cross became responsible for developing the Press Clipping Service of the Department. She later became supervisor of the service, the position she held until her retirement. Miss Cross was a graduate of Queen's University, Kingston.



LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 21, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,729	584	1,916	2,481	1,122	626
Men.....	4,810	433	1,381	1,734	817	445
Women.....	1,919	151	535	747	305	181
14—19 years.....	589	59	189	194	99	48
20—24 years.....	877	92	302	278	138	67
25—44 years.....	3,020	235	868	1,140	490	287
45—64 years.....	2,028	180	507	779	355	207
65 years and over.....	215	18	50	90	40	17
Employed.....	6,273	508	1,745	2,376	1,063	581
Men.....	4,415	362	1,227	1,649	765	412
Women.....	1,858	146	518	727	298	169
Agriculture.....	557	37	113	136	256	15
Non-agriculture.....	5,716	471	1,632	2,240	807	566
Paid Workers.....	5,195	420	1,482	2,050	736	507
Men.....	3,512	287	1,006	1,381	484	354
Women.....	1,683	133	476	669	252	153
Unemployed.....	456	76	171	105	59	45
Men.....	395	71	154	85	52	33
Women.....	61	*	17	20	*	12
Persons not in the Labour Force.....	5,925	695	1,729	1,928	1,025	548
Men.....	1,472	204	416	438	267	147
Women.....	4,453	491	1,313	1,490	758	401

\*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
MARCH 21, 1964, CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	12,654	1,982	3,621	1,015	3,747	935	1,354
Labour Force.....	6,729	589	3,469	849	942	668	215
Employed.....	6,273	513	3,259	729	921	649	202
Unemployed.....	456	76	210	117	21	19	13
Not in labour force.....	5,925	1,393	152	169	2,805	267	1,139
Participation rate <sup>(2)</sup>							
1964, March 21.....	53.2	29.7	95.8	83.3	25.1	71.4	15.9
February 22.....	53.0	30.1	95.7	83.3	24.6	70.3	15.6
Unemployment rate <sup>(3)</sup>							
1964, March 21.....	6.8	12.9	6.1	13.8	2.2	2.8	6.0
February 22.....	7.0	13.1	6.2	14.2	2.2	3.4	5.7

(1) Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

(2) The labour force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

**TABLE A-3—UNEMPLOYED, WEEK ENDED MARCH 21, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	March 1964	February 1964	March 1963
Total unemployed.....	456	467	549
On temporary layoff up to 30 days.....	30	29	38
Without work and seeking work.....	426	438	511
Seeking full-time work.....	409	423	494
Seeking part-time work.....	17	15	17
Seeking under 1 month.....	82	86	92
Seeking 1-3 months.....	165	213	190
Seeking 4-6 months.....	121	89	161
Seeking more than 6 months.....	58	50	68



## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

(Revised)

Year and Month	Monthly Totals			Quarterly Totals						Totals
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation	Forestry	Construc- tion	Public utilities	Trade	Finance and Services (including Govern- ment)	Supple- men- tary Labour income	
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
January.....	46.6	475.6	158.7							1,686.8
February.....	46.8	479.6	157.8	63.8	276.8	95.4	731.3	1,590.6	210.9	1,678.5
March.....	46.0	484.9	156.5							1,692.9
April.....	45.8	494.0	160.9							1,726.6
May.....	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June.....	48.3	513.6	169.9							1,843.2
July.....	49.0	500.1	172.4							1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September.....	49.1	522.9	172.5							1,889.2
October.....	48.7	522.4	172.8							1,879.6
November.....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December.....	48.0	516.7	166.6							1,824.6
*January.....	48.3	519.4	169.2							1,817.7
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
January.....	47.2	490.1	163.5							1,755.2
February.....	47.6	491.6	163.5	74.2	350.5	98.1	749.7	1,604.8	214.1	1,747.6
March.....	47.1	494.2	163.7							1,755.0
April.....	47.5	496.7	164.8							1,766.3
May.....	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June.....	47.3	499.8	165.3							1,780.4
July.....	47.5	499.1	165.2							1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September.....	48.3	508.7	168.7							1,818.9
October.....	48.5	513.9	170.2							1,834.1
November.....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December.....	48.7	531.2	171.7							1,869.8
*January.....	48.9	535.3	174.0							1,892.1

\*Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at January 1964 employers in the principal non-agricultural industries reported a total employment of 2,947,132. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December*.....	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January.....	123.3	197.8	84.99	116.9	201.6	88.64

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.



**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963
				\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	126.3	131.6	119.0	76.29	74.68	73.46
Prince Edward Island.....	117.8	123.2	106.2	62.73	59.70	62.03
Nova Scotia.....	94.7	96.6	90.1	70.98	65.98	68.56
New Brunswick.....	104.3	106.4	100.0	71.62	68.82	67.80
Quebec.....	122.5	124.5	117.6	82.43	79.09	79.51
Ontario.....	126.8	128.2	121.1	88.46	84.82	85.19
Manitoba.....	111.5	113.3	106.1	77.71	76.01	75.44
Saskatchewan.....	122.0	127.9	113.8	79.98	78.98	77.50
Alberta (including Northwest Territories).....	157.8	158.9	152.3	85.31	82.81	83.11
British Columbia (including Yukon).....	117.8	119.5	111.7	91.35	87.70	88.49
<b>Canada.....</b>	<b>123.3</b>	<b>125.1</b>	<b>117.9</b>	<b>84.98</b>	<b>81.64</b>	<b>82.01</b>
<b>Urban areas</b>						
St. John's.....	140.9	144.8	138.6	63.48	62.01	61.24
Sydney.....	77.6	80.4	78.6	85.97	79.02	82.78
Halifax.....	130.0	132.3	125.5	72.44	68.85	69.78
Moncton.....	100.6	105.5	98.9	66.67	64.09	63.45
Saint John.....	111.7	118.0	115.5	71.03	67.19	68.38
Chicoutimi—Jonquiere.....	113.1	113.4	102.6	100.42	99.98	99.37
Quebec.....	121.6	121.8	117.4	72.41	69.27	70.91
Sherbrooke.....	115.8	116.8	109.3	71.84	68.01	69.98
Shawinigan.....	98.1	98.2	79.9	91.63	87.61	88.05
Three Rivers.....	114.0	118.9	110.7	77.18	74.24	73.78
Drummondville.....	91.4	90.2	82.3	68.03	64.90	67.42
Montreal.....	129.1	129.8	123.9	84.02	80.36	81.08
Ottawa-Hull.....	134.7	137.7	129.9	78.96	76.14	75.96
Kingston.....	126.6	125.4	115.0	83.61	80.71	80.24
Peterborough.....	102.3	103.6	93.7	92.43	91.54	91.39
Oshawa.....	223.7	223.6	198.4	115.01	101.40	105.53
Toronto.....	142.6	143.8	136.5	88.85	85.27	85.56
Hamilton.....	118.2	119.0	112.9	92.50	89.44	90.77
St. Catharines.....	118.8	117.5	110.2	101.32	92.17	95.98
Niagara Falls.....	90.8	91.8	92.9	87.68	86.15	85.08
Brantford.....	89.8	89.0	85.0	81.21	77.55	78.71
Guelph.....	128.9	129.0	125.9	78.56	74.52	74.92
Galt.....	125.5	126.2	116.7	78.15	71.56	75.30
Kitchener.....	145.6	146.9	133.3	79.75	70.73	76.61
Sudbury.....	122.3	123.6	125.4	95.55	97.66	92.34
Timmins.....	85.6	86.7	87.0	75.80	74.04	75.09
London.....	141.3	141.2	135.0	80.11	74.75	76.93
Sarnia.....	131.6	132.6	125.7	109.58	103.84	107.06
Windsor.....	82.2	81.8	73.2	98.09	97.61	91.06
Sault Ste. Marie.....	145.7	151.4	137.0	107.95	107.13	150.42
Fort William-Port Arthur.....	102.3	108.7	98.1	82.46	81.57	81.36
Winnipeg.....	113.4	115.1	108.3	74.89	72.61	72.36
Regina.....	145.1	151.5	132.0	79.02	77.33	76.64
Saskatoon.....	139.5	143.1	128.2	74.62	72.78	71.56
Edmonton.....	201.9	205.9	195.1	78.87	76.11	77.42
Calgary.....	180.3	181.0	173.1	84.30	82.34	80.59
Vancouver.....	119.1	120.9	112.2	90.41	87.33	87.21
Victoria.....	120.9	125.5	115.0	81.99	80.48	81.64

# TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963
				\$	\$	\$
<b>Mining</b> .....	<b>112.5</b>	<b>112.4</b>	<b>112.7</b>	<b>105.80</b>	<b>101.34</b>	<b>102.22</b>
Metal mining.....	124.5	124.1	126.4	104.72	102.54	101.52
Gold.....	64.3	64.3	66.8	86.72	83.89	83.84
Other metal.....	180.4	179.6	181.9	110.68	108.74	107.56
Fuels.....	87.8	86.2	86.8	112.68	107.17	109.74
Coal.....	39.7	39.6	39.9	84.35	76.06	83.01
Oil and natural gas.....	283.0	274.9	278.0	128.78	125.38	125.39
Non-metal.....	131.3	136.7	127.1	96.85	85.53	90.26
<b>Manufacturing</b> .....	<b>116.9</b>	<b>115.9</b>	<b>111.6</b>	<b>88.61</b>	<b>84.67</b>	<b>85.12</b>
Durable goods.....	123.9	122.7	117.0	95.54	91.11	91.85
Non-durable goods.....	111.1	110.2	107.0	82.15	78.66	78.97
Food and beverages.....	107.4	107.8	105.0	78.28	75.75	75.47
Meat products.....	131.3	130.9	128.4	85.49	83.46	83.01
Canned and preserved fruits and vegetables.....	84.6	85.0	83.5	69.85	61.36	67.31
Grain mill products.....	94.9	94.2	95.6	86.81	84.72	82.87
Bread and other bakery products.....	109.5	110.7	108.7	73.13	74.06	70.24
Distilled and malt liquors.....	91.0	93.1	88.1	108.70	107.55	105.71
Tobacco and tobacco products.....	106.7	99.5	109.6	80.23	77.31	75.08
Rubber products.....	113.1	112.0	107.5	91.62	82.54	88.50
Leather products.....	89.8	88.0	90.1	60.86	53.16	58.56
Boots and shoes (except rubber).....	94.5	92.7	97.3	59.30	50.65	56.86
Other leather products.....	81.3	79.5	77.1	64.16	58.48	62.45
Textile products (except clothing).....	87.9	87.6	82.3	71.15	66.38	67.84
Cotton yarn and broad woven goods.....	76.4	76.4	72.9	68.90	63.24	65.08
Woollen goods.....	64.7	65.7	62.1	64.76	59.71	63.08
Synthetic textiles and silk.....	104.1	103.5	93.8	77.85	74.96	74.95
Clothing (textile and fur).....	99.0	94.4	93.6	55.56	47.62	53.36
Men's clothing.....	102.9	99.5	98.0	54.88	46.69	51.99
Women's clothing.....	109.9	106.9	102.3	56.84	46.81	55.18
Knit goods.....	75.7	73.9	72.4	55.24	48.73	52.95
Wood products.....	112.0	110.6	104.4	75.90	69.68	72.82
Saw and planing mills.....	115.1	113.5	106.2	78.21	72.26	74.85
Furniture.....	121.9	120.7	115.2	73.40	66.27	70.75
Other wood products.....	77.3	76.2	74.4	66.11	60.57	64.45
Paper products.....	126.2	128.3	122.3	102.36	101.60	98.00
Pulp and paper mills.....	126.1	129.0	122.0	110.35	112.39	105.66
Other paper products.....	126.4	126.4	122.9	83.24	75.15	79.79
Printing, publishing and allied industries.....	125.8	125.7	124.2	96.13	92.97	91.94
<b>Iron and steel products</b> .....	<b>114.8</b>	<b>113.8</b>	<b>110.2</b>	<b>99.35</b>	<b>94.18</b>	<b>96.59</b>
Agricultural implements.....	71.3	68.9	69.7	107.51	96.59	105.22
Fabricated and structural steel.....	140.8	138.9	146.9	99.92	95.81	96.02
Hardware and tools.....	118.5	118.5	110.6	88.35	82.63	85.26
Heating and cooking appliances.....	103.8	100.2	103.5	87.44	80.25	83.15
Iron castings.....	105.0	102.7	95.4	95.85	85.40	91.33
Machinery, industrial.....	136.8	135.3	130.9	96.90	91.53	92.64
Primary iron and steel.....	133.0	132.9	123.9	113.92	111.99	111.40
Sheet metal products.....	116.6	113.0	111.1	95.43	87.90	92.61
Wire and wire products.....	119.7	120.3	112.0	88.39	95.53	96.20
<b>Transportation equipment</b> .....	<b>125.6</b>	<b>122.9</b>	<b>114.3</b>	<b>105.86</b>	<b>101.80</b>	<b>99.82</b>
Aircraft and parts.....	249.2	245.8	231.5	106.88	102.19	100.68
Motor vehicles.....	143.5	140.8	121.3	122.92	123.04	118.23
Motor vehicle parts and accessories.....	150.7	147.0	125.4	105.71	97.32	98.33
Railroad and rolling stock equipment.....	56.4	56.0	53.7	90.75	89.16	85.52
Shipbuilding and repairing.....	140.9	134.6	150.1	91.41	83.28	88.36
Non-ferrous metal products.....	126.9	126.2	120.6	99.87	98.43	95.83
Aluminum products.....	140.7	142.3	133.4	96.68	92.08	92.83
Brass and copper products.....	111.9	110.8	102.6	98.50	90.17	91.93
Smelting and refining.....	135.4	135.0	131.0	109.14	112.24	105.04
Electrical apparatus and supplies.....	156.1	155.8	150.7	92.71	89.87	90.49
Heavy electrical machinery.....	116.6	116.4	113.5	99.48	97.57	97.68
Telecommunication equipment.....	278.4	280.9	275.4	89.11	86.52	86.79
Non-metallic mineral products.....	142.5	143.9	137.6	93.09	88.25	88.91
Clay products.....	78.4	81.2	80.4	83.11	77.15	82.40
Glass and glass products.....	166.6	169.8	164.6	91.65	88.98	88.69
Products of petroleum and coal.....	137.2	137.5	132.4	129.21	130.60	125.03
Petroleum refining and products.....	140.5	140.5	135.2	129.96	131.54	125.87
Chemical products.....	135.2	134.1	128.1	104.00	102.60	100.77
Medicinal and pharmaceutical preparations.....	125.5	124.5	122.1	93.16	91.06	88.44
Acids, alkalis and salts.....	152.9	152.6	136.6	115.96	117.29	113.83
Other chemical products.....	133.3	132.1	127.5	103.19	101.21	100.35
Miscellaneous manufacturing industries.....	154.9	152.7	144.3	78.39	74.67	75.14
<b>Construction</b> .....	<b>108.9</b>	<b>111.6</b>	<b>103.3</b>	<b>92.24</b>	<b>79.42</b>	<b>87.53</b>
Building and general engineering.....	113.3	110.7	102.8	98.26	81.64	93.57
Highways, bridges and streets.....	101.6	113.2	104.0	81.17	75.87	77.70
<b>Electrical and motor transportation</b> .....	<b>144.3</b>	<b>145.3</b>	<b>139.6</b>	<b>89.90</b>	<b>87.23</b>	<b>86.00</b>
<b>Service</b> .....	<b>166.9</b>	<b>166.9</b>	<b>152.7</b>	<b>60.13</b>	<b>59.24</b>	<b>58.44</b>
Hotels and restaurants.....	142.9	144.2	130.3	45.97	45.67	44.45
Laundries and dry cleaning plants.....	140.5	140.0	131.7	52.73	51.53	50.65
<b>Industrial composite</b> .....	<b>123.3</b>	<b>125.1</b>	<b>117.9</b>	<b>84.98</b>	<b>81.64</b>	<b>82.01</b>



# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963
				\$	\$	\$
Newfoundland.....	38.0	36.1	37.9	1.82	2.10	1.79
Nova Scotia.....	40.0	36.2	40.1	1.74	1.78	1.69
New Brunswick.....	41.6	38.0	40.6	1.75	1.85	1.65
Quebec.....	42.0	38.0	41.6	1.78	1.81	1.71
Ontario.....	41.3	38.4	40.9	2.10	2.11	2.03
Manitoba.....	40.2	37.6	39.6	1.81	1.84	1.77
Saskatchewan.....	38.8	37.6	37.6	2.06	2.08	2.05
Alberta (includes Northwest Territories).....	39.8	38.6	39.2	2.04	2.06	2.00
British Columbia (includes Yukon Territory).....	37.8	35.4	37.7	2.42	2.43	2.34

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December*.....	38.0	2.02	76.53	183.3	136.6
1964—January†.....	41.1	1.99	81.91	196.2	145.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

**TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963
				\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.7</b>	<b>40.2</b>	<b>42.6</b>	<b>2.27</b>	<b>2.28</b>	<b>2.21</b>	<b>97.15</b>	<b>91.67</b>	<b>94.16</b>
Metal mining.....	42.4	41.0	42.5	2.33	2.35	2.25	98.84	96.34	95.84
Gold.....	43.9	41.5	43.8	1.84	1.86	1.77	80.82	77.07	77.61
Other metal.....	41.9	40.7	42.0	2.51	2.53	2.44	105.20	103.16	102.59
Fuels.....	43.9	40.1	44.1	2.17	2.16	2.14	95.46	86.72	94.19
Coal.....	43.6	39.2	44.2	1.92	1.87	1.85	83.64	73.46	81.84
Oil and natural gas.....	44.4	41.3	44.0	2.53	2.56	2.52	112.23	105.72	110.81
Non-metal.....	42.5	37.2	41.3	2.16	2.10	2.09	91.86	77.95	86.31
<b>Manufacturing</b> .....	<b>41.1</b>	<b>38.0</b>	<b>40.7</b>	<b>1.99</b>	<b>2.02</b>	<b>1.92</b>	<b>81.91</b>	<b>76.53</b>	<b>78.26</b>
Durable goods.....	41.7	38.8	41.2	2.16	2.16	2.09	90.03	83.87	86.01
Non-durable goods.....	40.6	37.2	40.2	1.82	1.87	1.76	73.94	69.31	70.78
Food and beverages.....	40.2	37.6	39.7	1.77	1.78	1.71	71.17	67.02	67.95
Meat products.....	39.7	38.5	39.5	2.01	2.02	1.97	79.60	77.72	77.69
Canned and preserved fruits and vegetables.....	40.7	32.4	39.3	1.49	1.49	1.45	60.76	48.21	57.07
Grain mill products.....	42.7	41.4	40.5	1.92	1.91	1.84	81.84	79.19	74.44
Bread and other bakery products.....	41.0	41.0	40.9	1.65	1.67	1.58	67.72	63.55	64.53
Distilled liquors.....	40.7	40.1	40.2	2.36	2.28	2.28	96.16	91.67	91.68
Malt liquors.....	38.2	38.8	39.1	2.56	2.50	2.45	98.00	97.01	95.65
Tobacco and tobacco products.....	38.5	33.3	40.1	1.91	2.08	1.73	73.76	69.25	69.43
Rubber products.....	42.2	36.2	42.2	2.03	2.02	1.97	85.56	73.11	82.96
Leather products.....	41.5	35.0	41.3	1.36	1.35	1.31	56.23	47.42	53.94
Boots and shoes (except rubber).....	41.6	34.5	41.4	1.32	1.30	1.26	54.79	45.02	52.10
Other leather products.....	41.1	36.0	41.1	1.44	1.46	1.42	59.34	52.62	58.22
Textile products (except clothing).....	42.8	39.1	42.3	1.51	1.51	1.45	64.51	59.03	61.18
Cotton yarn and broad woven goods.....	42.7	38.4	40.0	1.53	1.53	1.46	65.22	58.81	58.53
Woolen goods.....	42.4	38.6	42.9	1.39	1.38	1.34	59.00	53.18	57.38
Synthetic textiles and silk.....	43.6	40.5	44.0	1.61	1.64	1.54	70.18	66.31	67.88
Clothing (textile and fur).....	39.1	32.5	38.7	1.30	1.28	1.25	50.80	41.52	48.45
Men's clothing.....	39.3	32.4	38.7	1.29	1.28	1.24	50.83	41.63	48.06
Women's clothing.....	37.4	29.8	37.1	1.39	1.35	1.35	52.14	40.25	49.17
Knit goods.....	41.4	35.7	41.2	1.21	1.20	1.17	49.97	42.74	48.95
*Wood products.....	41.2	37.1	40.8	1.75	1.75	1.69	72.18	65.12	69.28
Saw and planing mills.....	40.4	36.6	39.8	1.87	1.87	1.81	75.57	68.47	72.01
Furniture.....	42.5	38.2	42.6	1.60	1.60	1.53	67.98	61.05	62.36
Other wood products.....	43.0	37.9	42.5	1.41	1.41	1.37	60.43	53.23	58.48
Paper products.....	41.3	39.4	40.5	2.32	2.42	2.25	95.92	95.51	91.24
Pulp and paper mills.....	41.4	40.7	40.4	2.51	2.62	2.44	103.74	106.78	98.56
Other paper products.....	40.9	35.7	40.7	1.84	1.81	1.76	75.19	64.67	71.80
Printing, publishing and allied industries.....	38.6	37.5	38.4	2.46	2.41	2.36	95.01	90.52	90.66
<b>*Iron and steel products</b> .....	<b>41.6</b>	<b>38.6</b>	<b>41.2</b>	<b>2.28</b>	<b>2.27</b>	<b>2.22</b>	<b>95.07</b>	<b>87.55</b>	<b>91.51</b>
Agricultural implements.....	41.9	37.0	41.8	2.40	2.36	2.36	100.62	87.06	98.47
Fabricated and structural steel.....	41.5	39.0	40.4	2.21	2.18	2.18	91.69	85.03	88.00
Hardware and tools.....	43.2	40.2	42.7	1.93	1.88	1.85	83.33	75.68	78.80
Heating and cooking appliances.....	40.3	36.1	40.0	1.94	1.92	1.88	78.32	69.28	75.39
Iron castings.....	42.3	36.5	41.6	2.19	2.17	2.11	92.43	79.05	87.57
Machinery, industrial.....	42.4	39.3	42.1	2.15	2.13	2.07	91.12	83.82	86.96
Primary iron and steel.....	40.8	40.0	40.4	2.68	2.68	2.63	109.45	107.38	106.55
Sheet metal products.....	40.9	36.9	40.9	2.19	2.15	2.12	89.47	79.32	86.59
Wire and wire products.....	42.7	40.9	41.7	2.21	2.20	2.18	94.64	89.85	90.97
<b>*Transportation equipment</b> .....	<b>42.4</b>	<b>39.9</b>	<b>41.6</b>	<b>2.37</b>	<b>2.37</b>	<b>2.28</b>	<b>100.47</b>	<b>94.35</b>	<b>94.83</b>
Aircraft and parts.....	42.3	40.1	41.7	2.31	2.28	2.19	97.76	91.23	91.48
Motor vehicles.....	44.1	42.1	44.3	2.64	2.67	2.56	116.57	112.44	113.58
Motor vehicle parts and accessories.....	43.4	39.7	42.1	2.34	2.31	2.23	101.70	91.70	93.70
Railroad and rolling stock equipment.....	40.4	40.1	39.2	2.20	2.19	2.13	88.91	87.74	83.57
Shipbuilding and repairing.....	39.9	35.4	39.7	2.24	2.24	2.19	89.53	79.37	86.97
<b>*Non-ferrous metal products</b> .....	<b>41.3</b>	<b>39.8</b>	<b>40.7</b>	<b>2.26</b>	<b>2.31</b>	<b>2.18</b>	<b>93.44</b>	<b>91.90</b>	<b>88.78</b>
Aluminum products.....	42.0	39.4	40.9	2.05	2.02	1.98	86.20	79.34	81.17
Brass and copper products.....	43.2	39.3	41.5	2.20	2.13	2.10	94.94	83.87	87.02
Smelting and refining.....	40.5	40.6	40.2	2.52	2.61	2.43	102.21	106.14	97.70
<b>*Electrical apparatus and supplies</b> .....	<b>40.7</b>	<b>38.8</b>	<b>40.9</b>	<b>1.98</b>	<b>1.97</b>	<b>1.93</b>	<b>80.54</b>	<b>76.54</b>	<b>78.91</b>
Heavy electrical machinery and equipment.....	40.8	39.5	41.2	2.19	2.20	2.15	89.57	86.95	88.67
Telecommunication equipment.....	39.4	38.0	40.1	1.80	1.78	1.73	70.71	67.66	69.50
Refrigerators, vacuum cleaners and appliances.....	40.5	37.8	40.7	2.01	2.03	2.00	81.32	76.62	81.35
Wire and cable.....	42.4	39.3	42.7	2.20	2.18	2.16	93.33	85.91	92.45
Miscellaneous electrical products.....	41.3	39.2	40.7	1.89	1.86	1.83	77.93	73.10	74.30
<b>*Non-metallic mineral products</b> .....	<b>42.5</b>	<b>39.1</b>	<b>41.7</b>	<b>2.03</b>	<b>2.04</b>	<b>1.97</b>	<b>86.55</b>	<b>79.74</b>	<b>82.28</b>
Clay products.....	41.9	38.4	41.8	1.82	1.80	1.81	76.36	68.95	75.41
Glass and glass products.....	41.7	39.9	41.2	2.07	2.07	1.99	86.44	82.64	81.93
Products of petroleum and coal.....	41.5	41.8	41.7	2.78	2.84	2.72	115.16	118.67	113.36
Petroleum refining and products.....	41.5	41.8	41.7	2.80	2.87	2.74	116.20	119.89	114.49
Chemical products.....	40.9	40.2	40.9	2.22	2.23	2.13	90.97	89.74	87.34
Medicinal and pharmaceutical preparations.....	40.0	38.8	39.8	1.74	1.72	1.67	69.64	66.54	66.24
Acids, alkalis and salts.....	40.9	40.6	41.3	2.54	2.62	2.45	103.87	106.31	101.00
Miscellaneous manufacturing industries.....	41.5	38.4	41.4	1.64	1.64	1.58	68.15	62.95	65.60
Professional and scientific equipment.....	41.6	39.0	40.9	2.00	2.00	1.91	83.32	77.96	77.93
<b>Construction</b> .....	<b>40.0</b>	<b>32.8</b>	<b>39.1</b>	<b>2.23</b>	<b>2.17</b>	<b>2.14</b>	<b>89.31</b>	<b>71.19</b>	<b>83.56</b>
Building and general engineering.....	39.4	30.6	38.6	2.41	2.40	2.32	95.22	73.29	89.66
Highways, bridges and streets.....	41.3	37.1	40.1	1.85	1.81	1.79	76.27	67.09	71.60
<b>Electric and motor transportation</b> .....	<b>43.6</b>	<b>42.2</b>	<b>43.2</b>	<b>2.06</b>	<b>2.05</b>	<b>1.99</b>	<b>89.68</b>	<b>86.55</b>	<b>85.99</b>
<b>Service</b> .....	<b>37.0</b>	<b>36.5</b>	<b>37.5</b>	<b>1.18</b>	<b>1.18</b>	<b>1.13</b>	<b>43.72</b>	<b>43.17</b>	<b>42.40</b>
Hotels and restaurants.....	36.6	36.6	37.4	1.15	1.16	1.09	42.19	42.29	40.62
Laundries and dry cleaning plants.....	39.4	37.3	39.2	1.11	1.10	1.06	43.57	41.22	41.75

\*Durable manufactured goods industries.



## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
March, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
March, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
March, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
March, 1962.....	15,184	15,359	30,543	579,641	158,342	737,983
March, 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April, 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May, 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June, 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July, 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August, 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September, 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October, 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November, 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December, 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January, 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February, 1964 <sup>(1)</sup> .....	18,323	17,154	35,477	508,125	154,378	662,503
March, 1964 <sup>(1)</sup> .....	23,470	18,809	42,279	511,312	149,300	660,612

<sup>(1)</sup>Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, FEBRUARY 1963-FEBRUARY 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,351	387,728
1963—February.....	211,442	75,073	47,295	31,852	39,378	23,755
1963—March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February <sup>(1)</sup> .....	214,467	78,941	55,008	32,358	44,376	22,297

<sup>(1)</sup>Preliminary—Subject to revision.

R—Revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING FEBRUARY 1964<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from February 1963
<b>Agriculture, Fishing, Trapping.....</b>	<b>601</b>	<b>58</b>	<b>659</b>	<b>- 1,670</b>
<b>Forestry.....</b>	<b>1,659</b>	<b>25</b>	<b>1,684</b>	<b>+ 576</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>575</b>	<b>58</b>	<b>633</b>	<b>- 26</b>
Metal Mining.....	288	17	305	- 72
Fuels.....	158	24	182	+ 69
Non-Metal Mining.....	27	—	27	- 26
Quarrying, Clay and Sand Pits.....	60	2	62	+ 14
Prospecting.....	42	15	57	- 11
<b>Manufacturing.....</b>	<b>12,062</b>	<b>6,630</b>	<b>18,692</b>	<b>+ 170</b>
Foods and Beverages.....	968	730	1,698	- 228
Tobacco and Tobacco Products.....	5	23	28	- 214
Rubber Products.....	131	120	251	+ 63
Leather Products.....	216	311	527	- 62
Textile Products (except clothing).....	587	413	1,000	+ 150
Clothing (textile and fur).....	439	1,969	2,398	- 468
Wood Products.....	1,800	202	2,002	+ 53
Paper Products.....	761	265	1,026	+ 207
Printing, Publishing and Allied Industries.....	378	336	714	- 117
Iron and Steel Products.....	2,437	390	2,827	+ 70
Transportation Equipment.....	2,109	222	2,331	- 36
Non-Ferrous Metal Products.....	438	189	627	+ 144
Electrical Apparatus and Supplies.....	422	601	1,023	+ 180
Non-Metallic Mineral Products.....	409	92	501	+ 67
Products of Petroleum and Coal.....	55	13	68	+ 24
Chemical Products.....	478	241	719	+ 121
Miscellaneous Manufacturing Industries.....	439	513	952	+ 216
<b>Construction.....</b>	<b>6,759</b>	<b>155</b>	<b>6,914</b>	<b>+ 525</b>
General Contractors.....	4,059	91	4,150	- 32
Special Trade Contractors.....	2,700	64	2,764	+ 557
<b>Transportation, Storage and Communication.....</b>	<b>3,119</b>	<b>349</b>	<b>3,468</b>	<b>- 173</b>
Transportation.....	2,822	164	2,986	- 238
Storage.....	217	37	254	- 19
Communication.....	80	148	228	+ 84
<b>Public Utility Operation.....</b>	<b>115</b>	<b>42</b>	<b>157</b>	<b>- 83</b>
<b>Trade.....</b>	<b>6,643</b>	<b>3,469</b>	<b>10,112</b>	<b>+ 1,004</b>
Wholesale.....	2,465	946	3,411	+ 362
Retail.....	4,178	2,523	6,701	+ 642
<b>Finance, Insurance and Real Estate.....</b>	<b>467</b>	<b>994</b>	<b>1,461</b>	<b>+ 236</b>
<b>Service.....</b>	<b>12,376</b>	<b>10,517</b>	<b>22,893</b>	<b>+ 2,981</b>
Community or Public Service.....	543	1,099	1,642	+ 29
Government Service.....	7,228	602	7,830	+ 3,057
Recreation Service.....	254	121	375	+ 6
Business Service.....	1,053	672	1,725	- 441
Personal Service.....	3,298	8,023	11,321	+ 330
<b>GRAND TOTAL.....</b>	<b>44,376</b>	<b>22,297</b>	<b>66,673</b>	<b>+ 3,540</b>

<sup>(1)</sup>Preliminary—subject to revision.



**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT FEBRUARY 28, 1964(1)**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	9,991	2,095	12,086
Clerical Workers.....	22,492	47,516	70,008
Sales workers.....	10,151	20,396	30,547
Personal and Domestic Service Workers.....	45,327	32,884	78,211
Seamen.....	4,771	106	4,877
Agriculture, Fishing, Forestry (Ex. log.).....	9,901	1,078	10,979
Skilled and Semi-Skilled Workers.....	224,645	17,508	242,153
Food and kindred products (incl. tobacco).....	2,090	642	2,732
Textiles, clothing, etc.....	2,393	9,799	12,192
Lumber and lumber products.....	29,887	158	30,045
Pulp, paper (incl. printing).....	1,490	504	1,994
Leather and leather products.....	1,201	906	2,107
Stone, clay and glass products.....	784	29	813
Metalworking.....	14,982	966	15,948
Electrical.....	3,225	1,156	4,381
Transportation equipment.....	524	31	555
Mining.....	2,271	.....	2,271
Construction.....	69,051	8	69,059
Transportation (except seamen).....	44,671	111	44,782
Communications and public utility.....	1,127	6	1,133
Trade and service.....	6,950	1,854	8,804
Other skilled and semi-skilled.....	29,230	941	30,171
Foremen.....	5,584	323	5,907
Apprentices.....	9,185	74	9,259
Unskilled Workers.....	180,847	32,795	213,642
Food and tobacco.....	8,325	11,294	19,619
Lumber and lumber products.....	19,281	431	19,712
Metalworking.....	5,380	628	6,008
Construction.....	99,137	3	99,140
Other unskilled workers.....	48,724	20,439	69,163
<b>GRAND TOTAL.....</b>	<b>508,125</b>	<b>154,378</b>	<b>662,503</b>

<sup>a)</sup> Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT FEBRUARY 28, 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Feb. 28, 1964	Previous Year Feb. 28, 1963		(1) Feb. 28, 1964	Previous Year Feb. 28, 1963
<b>Newfoundland</b> .....	<b>31,055</b>	<b>30,119</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	6,163	6,568	Sherbrooke.....	5,780	6,726
Grand Falls.....	3,068	3,450	Sorel.....	2,289	2,650
St. John's.....	21,824	20,101	Thetford Mines.....	2,511	2,471
<b>Prince Edward Island</b> .....	<b>5,709</b>	<b>6,423</b>	Trois-Rivières.....	6,265	7,158
Charlottetown.....	3,613	4,087	Val d'Or.....	2,193	2,092
Summerside.....	2,097	2,336	Valleyfield.....	2,432	3,112
<b>Nova Scotia</b> .....	<b>33,695</b>	<b>35,751</b>	Victoriaville.....	2,614	2,563
Amherst.....	1,267	1,383	Ville St. Georges.....	3,870	4,384
Bridgewater.....	1,995	2,064	<b>Ontario</b> .....	<b>189,260</b>	<b>220,888</b>
Halifax.....	7,011	7,593	Annprior.....	510	509
Inverness.....	1,339	1,397	Barrie.....	1,604	1,930
Kentville.....	3,435	3,673	Belleville.....	2,280	2,512
Liverpool.....	762	798	Bracebridge.....	1,502	1,826
New Glasgow.....	4,330	4,819	Brampton.....	1,540	1,777
Springhill.....	1,038	1,073	Brantford.....	2,439	2,951
Sydney.....	5,009	5,258	Brockville.....	765	896
Sydney Mines.....	1,805	2,003	Carleton Place.....	385	581
Truro.....	2,127	2,045	Chatham.....	2,385	2,801
Yarmouth.....	3,577	3,645	Cobourg.....	925	1,017
<b>New Brunswick</b> .....	<b>34,146</b>	<b>36,708</b>	Collingwood.....	981	972
Bathurst.....	6,608	6,474	Cornwall.....	3,353	3,818
Campbellton.....	3,055	3,121	Elliot Lake.....	463	498
Edmundston.....	2,499	2,836	Fort Erie.....	845	843
Fredericton.....	1,928	2,645	Fort Frances.....	903	826
Minto.....	399	526	Fort William.....	2,935	3,580
Moncton <sup>(2)</sup> .....	8,889	9,662	Galt.....	955	1,471
Newcastle.....	3,259	3,653	Gananoque.....	443	437
Saint John.....	3,335	2,876	Goderich.....	745	873
St. Stephen.....	1,849	1,888	Guelph.....	1,337	1,833
Sussex.....	615	797	Hamilton.....	13,001	15,202
Woodstock.....	1,710	2,230	Hawkesbury.....	1,191	1,288
<b>Quebec</b> .....	<b>213,795</b>	<b>244,798</b>	Kapuskasung.....	581	1,081
Alma.....	2,702	3,504	Kenora.....	1,212	1,409
Asbestos.....	1,032	1,042	Kingston.....	2,335	2,862
Bair Comeau.....	1,325	1,666	Kirkland Lake.....	900	1,196
Beauharnois.....	1,529	1,661	Kitchener.....	2,525	3,250
Buckingham.....	1,323	1,743	Leamington.....	1,120	1,033
Causapscal.....	3,082	3,553	Lindsay.....	848	905
Chandler.....	2,853	2,795	Listowel.....	463	546
Chicoutimi.....	2,788	3,562	London.....	5,463	5,827
Cowansville.....	527	565	Long Branch.....	3,902	4,260
Dolbeau.....	1,767	2,404	Midland.....	1,424	1,610
Drummondville.....	2,560	2,819	Napanea.....	850	1,024
Farnham.....	635	734	New Liskeard.....	553	586
Forestville.....	1,719	1,636	Newmarket.....	1,642	1,886
Gaspé.....	2,612	2,748	Niagara Falls.....	3,137	3,398
Granby.....	2,482	3,025	North Bay.....	2,197	2,447
Hull.....	5,190	5,915	Oakville.....	877	996
Joliette.....	4,893	5,509	Orillia.....	1,181	1,323
Jonquière.....	2,894	3,797	Oshawa.....	5,037	5,555
Lachute.....	1,019	1,364	Ottawa.....	8,051	9,536
Lac-Mégantic.....	1,460	1,813	Owen Sound.....	1,965	2,341
La Malbaie.....	2,995	3,452	Parry Sound.....	733	861
La Tuque.....	1,014	1,320	Pembroke.....	2,092	2,526
Lévis.....	5,564	5,134	Perth.....	761	768
Louiseville.....	1,455	1,771	Peterborough.....	3,248	3,867
Magog.....	815	1,026	Picton.....	615	656
Maniwaki.....	1,096	1,302	Port Arthur.....	4,083	5,056
Matane.....	3,299	4,734	Port Colborne.....	970	1,362
Mont-Laurier.....	1,361	1,461	Prescott.....	933	1,104
Montmagny.....	2,530	2,667	Renfrew.....	584	780
Montréal.....	65,145	74,739	St. Catharines.....	4,055	5,231
New Richmond.....	2,592	2,680	St. Thomas.....	1,109	1,192
Port Alfred.....	1,446	2,016	Sarnia.....	3,041	2,937
Québec.....	16,836	16,811	Sault Ste. Marie.....	3,021	3,432
Rimouski.....	4,883	5,913	Simcoe.....	1,780	2,083
Rivière du Loup.....	6,040	7,636	Smiths Falls.....	622	729
Roberval.....	1,716	2,207	Stratford.....	742	1,073
Rouyn.....	2,696	3,229	Sturgeon Falls.....	1,089	1,259
Ste-Agathe des Monts.....	1,483	1,614	Sudbury.....	4,988	6,517
Ste. Anne de Bellevue.....	1,407	1,512	Tillsonburg.....	645	689
Ste. Thérèse.....	2,938	3,250	Timmins.....	1,931	2,344
St. Hyacinthe.....	2,302	2,578	Toronto.....	48,028	54,514
St. Jean.....	2,240	3,035	Trenton.....	1,025	1,175
St. Jérôme.....	2,198	2,417	Walkerton.....	1,019	1,093
Sept-Îles.....	2,297	3,079	Wallaceburg.....	704	832
Shawinigan.....	5,106	6,204	Welland.....	2,247	2,411
			Weston.....	3,735	4,659
			Windsor.....	6,865	9,129
			Woodstock.....	845	1,067



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT FEBRUARY 28, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Feb. 28, 1964	Previous Year Feb. 28, 1963		(1) Feb. 28, 1964	Previous Year Feb. 28, 1963
<b>Manitoba</b> .....	<b>29,690</b>	<b>36,120</b>	<b>British Columbia</b> .....	<b>65,772</b>	<b>74,689</b>
Brandon.....	2,789	3,245	Chilliwack.....	2,185	2,226
Dauphin.....	1,939	2,290	Courtenay.....	1,190	1,314
Flin Flon.....	222	273	Cranbrook.....	1,224	1,291
Portage la Prairie.....	1,421	1,694	Dawson Creek.....	1,407	1,437
The Pas.....	546	607	Duncan.....	717	748
Winnipeg.....	22,773	28,011	Kamloops.....	1,561	1,753
<b>Saskatchewan</b> .....	<b>22,063</b>	<b>27,503</b>	Kelowna.....	1,703	1,930
Estevan.....	490	558	Mission City.....	1,352	1,408
Lloydminster.....	479	654	Nanaimo.....	1,104	1,222
Moose Jaw.....	1,561	2,081	Nelson.....	1,025	1,200
North Battleford.....	1,474	1,813	New Westminster.....	9,176	10,503
Prince Albert.....	2,961	3,509	Penticton.....	2,325	2,141
Regina.....	5,354	6,605	Port Alberni.....	762	708
Saskatoon.....	5,125	6,542	Prince George.....	1,487	1,744
Swift Current.....	1,039	1,347	Prince Rupert.....	1,772	1,734
Weyburn.....	472	643	Quesnel.....	769	1,060
Yorkton.....	3,108	3,751	Trail.....	1,102	1,334
<b>Alberta</b> .....	<b>37,318</b>	<b>42,072</b>	Vancouver.....	27,882	32,459
Blairmore.....	400	648	Vernon.....	1,963	2,402
Calgary.....	11,282	13,434	Victoria.....	4,463	4,572
Drumheller.....	744	790	Whitehorse.....	603	684
Edmonton.....	17,218	17,725			
Edson.....	472	473	<b>CANADA</b> .....	<b>662,503</b>	<b>755,071</b>
Grande Prairie.....	1,012	1,071			
Lethbridge.....	3,069	3,815	Males.....	508,125	591,207
Medicine Hat.....	1,521	2,053			
Red Deer.....	1,600	2,063	Females.....	154,378	163,864

<sup>(1)</sup>Preliminary subject to revision.

<sup>(2)</sup>Includes 1,560 registrations reported by the Magdalen Islands local office.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—December.....	4,405,000	3,872,700	532,300
November.....	4,191,000	3,887,600	303,400
October.....	4,120,000	3,901,100	218,900
September.....	4,114,000	3,927,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JANUARY 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	10,874	9,197	1,677	14,131	11,556	2,575	2,570
Prince Edward Island.....	2,211	1,913	298	2,801	2,443	358	421
Nova Scotia.....	15,217	12,841	2,376	19,293	16,923	2,370	2,536
New Brunswick.....	13,814	11,680	2,134	16,470	13,897	2,573	2,894
Quebec.....	80,570	61,779	18,791	102,970	86,764	16,206	24,285
Ontario.....	78,673	59,100	19,573	93,761	79,054	14,707	21,218
Manitoba.....	11,191	9,132	2,059	11,882	9,815	2,067	2,915
Saskatchewan.....	7,685	6,472	1,213	9,956	8,225	1,731	2,167
Alberta.....	13,462	10,531	2,931	14,143	11,605	2,538	4,167
British Columbia (incl. Yukon Territory).....	24,878	18,932	5,946	29,202	24,355	4,847	6,879
Total, Canada, January 1964.....	258,575	201,577	56,998	314,609	264,637	49,972	70,052
Total, Canada, December 1963.....	345,306	261,881	83,425	296,827	250,786	46,041	126,086
Total, Canada, January 1963.....	319,400	245,726	73,674	373,544	317,556	55,988	77,099

\* In addition, revised claims received numbered 54,560.

† In addition, 51,060 revised claims were disposed of. Of these, 5,520 were special requests not granted and 2,732 appeals by claimants. There were 13,783 revised claims pending at the end of the month.



**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
JANUARY 31, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	December 31, 1963	January 31, 1963
Canada.....	598,561	244,770	279,266	52,568	21,957	532,331	703,081
Male.....	468,375	193,197	230,243	32,360	12,575	415,106	557,740
Female.....	130,186	51,573	49,023	20,208	9,382	117,225	145,341
Newfoundland.....	35,942	12,016	21,310	2,108	508	28,396	39,380
Male.....	33,551	11,146	20,323	1,736	346	26,614	37,486
Female.....	2,391	870	987	372	162	1,782	1,894
Prince Edward Island.....	7,284	2,392	4,649	159	84	5,589	7,802
Male.....	6,102	2,041	3,888	101	72	4,617	6,577
Female.....	1,182	351	761	58	12	972	1,225
Nova Scotia.....	37,386	15,943	17,626	2,645	1,172	28,894	39,971
Male.....	32,104	13,961	15,486	1,879	778	24,815	34,574
Female.....	5,282	1,982	2,140	766	394	4,079	5,397
New Brunswick.....	33,915	12,865	18,174	2,122	754	26,790	37,744
Male.....	27,364	10,755	14,897	1,262	450	21,350	31,068
Female.....	6,551	2,110	3,277	860	304	5,440	6,676
Quebec.....	179,451	75,359	81,298	16,125	6,669	166,217	208,435
Male.....	144,845	62,780	67,969	10,283	3,813	130,864	168,660
Female.....	34,606	12,579	13,329	5,842	2,856	35,353	39,775
Ontario.....	166,152	71,972	71,584	15,300	7,296	152,621	197,795
Male.....	118,461	51,277	54,402	8,625	4,157	109,606	146,142
Female.....	47,691	20,695	17,182	6,675	3,139	43,015	51,653
Manitoba.....	25,870	11,458	11,029	2,365	1,018	21,635	36,169
Male.....	20,305	8,633	9,434	1,534	704	17,204	27,900
Female.....	5,565	2,825	1,595	831	314	4,431	8,269
Saskatchewan.....	19,760	7,203	10,789	1,270	498	16,561	25,683
Male.....	16,191	5,891	9,389	682	229	13,592	20,958
Female.....	3,569	1,312	1,400	588	269	2,969	4,725
Alberta.....	32,221	11,982	15,091	3,477	1,671	28,275	38,165
Male.....	25,111	9,777	12,679	1,887	768	22,573	31,242
Female.....	7,110	2,205	2,412	1,590	903	5,702	6,923
British Columbia.....	60,580	23,580	27,716	6,997	2,287	57,353	71,937
Male.....	44,341	16,936	21,776	4,371	1,258	43,871	53,133
Female.....	16,239	6,644	5,940	2,626	1,029	13,482	18,804

\* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JANUARY 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	102,402	2,488,326
Prince Edward Island.....	23,426	521,545
Nova Scotia.....	101,365	2,314,428
New Brunswick.....	90,833	2,036,133
Quebec.....	573,572	14,552,081
Ontario.....	533,098	13,374,635
Manitoba.....	78,193	1,982,603
Saskatchewan.....	62,902	1,614,398
Alberta.....	96,956	2,527,039
British Columbia (including Yukon Territory).....	188,872	5,000,454
Total, Canada, January 1964.....	1,851,619	46,411,642
Total, Canada, December 1963.....	1,175,063	29,360,512
Total, Canada, January 1963.....	2,362,257	58,559,894

\* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1964**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 1963	Jan. 1964	Feb. 1964							
St. John's, Nfld. <sup>(1)</sup>	119.0	120.2	120.8	118.4	115.3	113.6	121.7	164.0	151.4	101.6
Halifax.....	130.9	131.6	131.6	126.0	133.3	127.0	137.7	166.2	170.8	124.5
Saint John.....	132.7	134.1	134.3	131.7	132.3	126.2	143.0	186.5	155.4	124.5
Montreal.....	132.4	133.9	134.7	138.3	135.2	109.8	160.5	171.6	151.8	122.3
Ottawa.....	133.2	134.6	135.0	131.9	137.0	122.3	156.6	170.3	143.6	125.3
Toronto.....	133.8	135.9	136.0	129.4	139.9	123.8	139.9	163.6	189.8	123.3
Winnipeg.....	129.8	131.4	131.4	129.9	128.4	123.4	136.5	179.0	140.9	125.5
Saskatoon-Regina..	128.1	129.0	129.0	127.4	126.5	130.2	136.8	147.3	148.9	119.4
Edmonton-Calgary	127.4	127.5	127.7	122.1	126.6	126.9	131.5	168.8	146.8	119.5
Vancouver.....	131.6	131.9	131.7	129.7	134.9	119.7	139.7	151.1	150.1	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

<sup>(1)</sup>St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see, page 954, October 1963 issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963—February.....	23	38	7,106	75,700	0.08
March.....	17	31	5,196	35,920	0.04
April.....	27	43	8,547	47,050	0.05
May.....	31	47	6,361	30,020	0.03
June.....	43	65	7,442	78,420	0.07
July.....	32	66	17,647	181,910	0.15
August.....	31	58	11,882	75,130	0.07
September.....	31	64	9,643	87,760	0.08
October.....	51	83	26,625	143,980	0.12
November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964—January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08

\* Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, FEBRUARY 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	700	2,800
Mines.....	3	1,359	6,120
Manufacturing.....	22	3,923	54,020
Construction.....	8	1,024	5,420
Transpn. & utilities.....	3	119	730
Trade.....	7	275	5,330
Finance.....	—	—	—
Service.....	2	557	7,990
Public administration.....	—	—	—
All industries.....	46	7,957	82,410

**TABLE G-3—STRIKES AND LOCKOUTS, FEBRUARY 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island..	—	—	—
Nova Scotia.....	2	1,039	3,100
New Brunswick.....	1	135	2,700
Quebec.....	10	2,288	20,990
Ontario.....	25	2,165	17,040
Manitoba.....	—	—	—
Saskatchewan.....	1	91	500
Alberta.....	—	—	—
British Columbia.....	6	2,167	37,930
Federal.....	1	72	150
All jurisdictions.....	46	7,957	82,410

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
FEBRUARY 1964**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Feb.	Accu- mulated	Termi- nation Date	
<b>FORESTRY</b> Various logging companies, Manicouagan River Valley, Que.	CNTU	700	2,800	2,800	Feb. 15 Feb. 20	Wages~Rate per cord in- creased.
<b>MINES</b> <i>Metal</i> Manitou Barvue Mines, Val. d'Or, Que.	Steelworkers Loc. 4653 (AFL-CIO/CLC)	300	2,400	2,400	Feb. 20 .....	Wages, hours, holidays, wel- fare benefits, vacations~
<i>Mineral Fuels</i> Old Sydney Collieries, (Princess Mine), Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	1,030	3,090	3,090	Feb. 10 Feb. 13	Alleged unsafe condition of equipment~Return of work- ers when conditions im- proved.
<b>MANUFACTURING</b> <i>Wood</i> Weyerhaeuser Canada, Sault Ste. Marie, Ont.	Woodworkers Loc. 2-1000 (AFL-CIO/CLC)	390	390	390	Feb. 28 .....	Wages, group insurance, pension plan~
<i>Metal Fabricating</i> American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	177	3,540	5,700	Jan. 16 .....	Production standards, wages, fringe benefits~
Hahn Brass, New Hamburg, Ont.	Machinists Loc. 1226 (AFL-CIO/CLC)	203	3,050	5,080	Jan. 20 Feb. 24	Wages, application of Rand formula, vacations~8¢ an hr. increase 1st yr., 8¢ an hr. 2nd. yr., and 7¢ the 3rd yr.; improved vacations and other benefits.
<i>Transportation Equipment</i> Bendix Eclipse, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC))	242	240	360	Jan. 31 Feb. 3	Proposed change in produc- tion methods, new job evalua- tion~Return of workers.
Victoria Machinery Depot and Yarrows Ltd., Victoria, B.C.	Boilermakers Loc. 191 (AFL-CIO/CLC) and various other unions	1,550 (46)	27,900	27,900	Feb. 5 .....	Wages, fringe benefits~
Burrard Dry Docks, North Vancouver, B.C.	Various unions	519	8,820	8,820	Feb. 6 .....	Wages, holidays, duration of contract~
<i>Chemical Products</i> Brunner Mond, Amherstburg, Ont.	Auto Workers Loc. 89 (AFL-CIO/CLC)	456	5,510	5,510	Feb. 13 Feb. 29	Wages, fringe benefits~8¢ an hr. increase Nov. 1, 1963, 6¢ an hr. Nov. 1, 1964.
<b>CONSTRUCTION</b> Janin Construction, St. Hyacinthe, Que.	Building Workers' Federation (CNTU)	155	3,100	6,510	Dec. 4 .....	Wages, seniority, grievance committee~
Southern Construction, Contrecoeur, Que.	Various trade unions (Sorel Council AFL-CIO)	400	1,200	1,200	Feb. 1 Feb. 6	Non-payment of wages~ Sub-contract taken over by contractor who will be re- sponsible for payment of wages.
Fraser-Brace Engineering, Kingston, Ont.	Plumbers Loc. 221 (AFL-CIO/CLC)	150	380	380	Feb. 26 Mar. 2	Removal of coffee machine as disciplinary action~ Return of workers
English & Mould, Sudbury, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	181	180	180	Feb. 28 .....	Wages~
<b>TRADE</b> Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	135	2,700	5,780	Sep. 16 .....	Wages~
Irving Oil, Various centres, Que.	Oil Workers Loc. 9-703 (AFL-CIO/CLC)	118	2,360	5,030	Jan. 4 .....	Contracting out delivery function~



TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
FEBRUARY 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Feb.	Accu- mulated		
SERVICE Education Assoc. des Commissions Scolaires Catholique du Diocese de Sherbrooke, Various centres, Eastern Townships, Que.	Assoc. des Professeurs des Écoles Catholique de la Region d'Asbestos	514	7,710	7,710	Feb. 7 .....	Salaries~

Figures in parentheses indicate the number of workers indirectly affected.

## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE FOURTH QUARTER OF 1963**

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....													
Struck by:													
(a) tools, machinery, cranes, etc.....		1		1	2	1	1		1				7
(b) moving vehicles.....		1			2	1	1						5
(c) other objects.....		18		3	7	6	1				2		38
Caught in, on or between machinery, vehicles, etc.....	2	2		8	6	12	8		1		2		42
Collisions, derailments, wrecks, etc.....	1	2		2	9	6	30	3	6		7		66
Falls and slips:													
(a) on same level.....				1	1	1	2				4		9
(b) to different levels.....	1	3	4	6	6	16	9				3		43
Conflagrations, temperature extremes and explosions.....				4	3	2		1					10
Inhalation, absorptions, asphyxiation and industrial diseases.....		1		4	5		1						11
Electric current.....				1	4	4					1		10
Over-exertion.....											1		1
Miscellaneous accidents.....													
<b>Total.....</b>	<b>4</b>	<b>28</b>	<b>4</b>	<b>30</b>	<b>45</b>	<b>49</b>	<b>53</b>	<b>4</b>	<b>10</b>		<b>20</b>		<b>247*</b>

\*Of this total 178 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 69 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND PROVINCE, DURING THE FOURTH QUARTER OF 1963**

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture.....					1	3						4
Logging.....	1	1	1		3	9			2	11		28
Fishing and Trapping.....			3			1						4
Mining and Quarrying.....	2		2	2		10	2	2	5	5		30
Manufacturing.....			4	3	2	21			6	9		45
Construction.....	1		1		6	15	5	5	4	8		49
Transportation, Storage and Communication.....	9		2		19	13	2	3	2	3		53
Public Utilities.....				1	1				1	1		4
Trade.....			3			5		2				10
Finance.....												
Service.....					1	2		3	6	7	1	20
Unclassified.....												
<b>Total.....</b>	<b>13</b>	<b>1</b>	<b>16</b>	<b>10</b>	<b>33</b>	<b>79</b>	<b>9</b>	<b>15</b>	<b>26</b>	<b>44</b>	<b>1</b>	<b>247*</b>

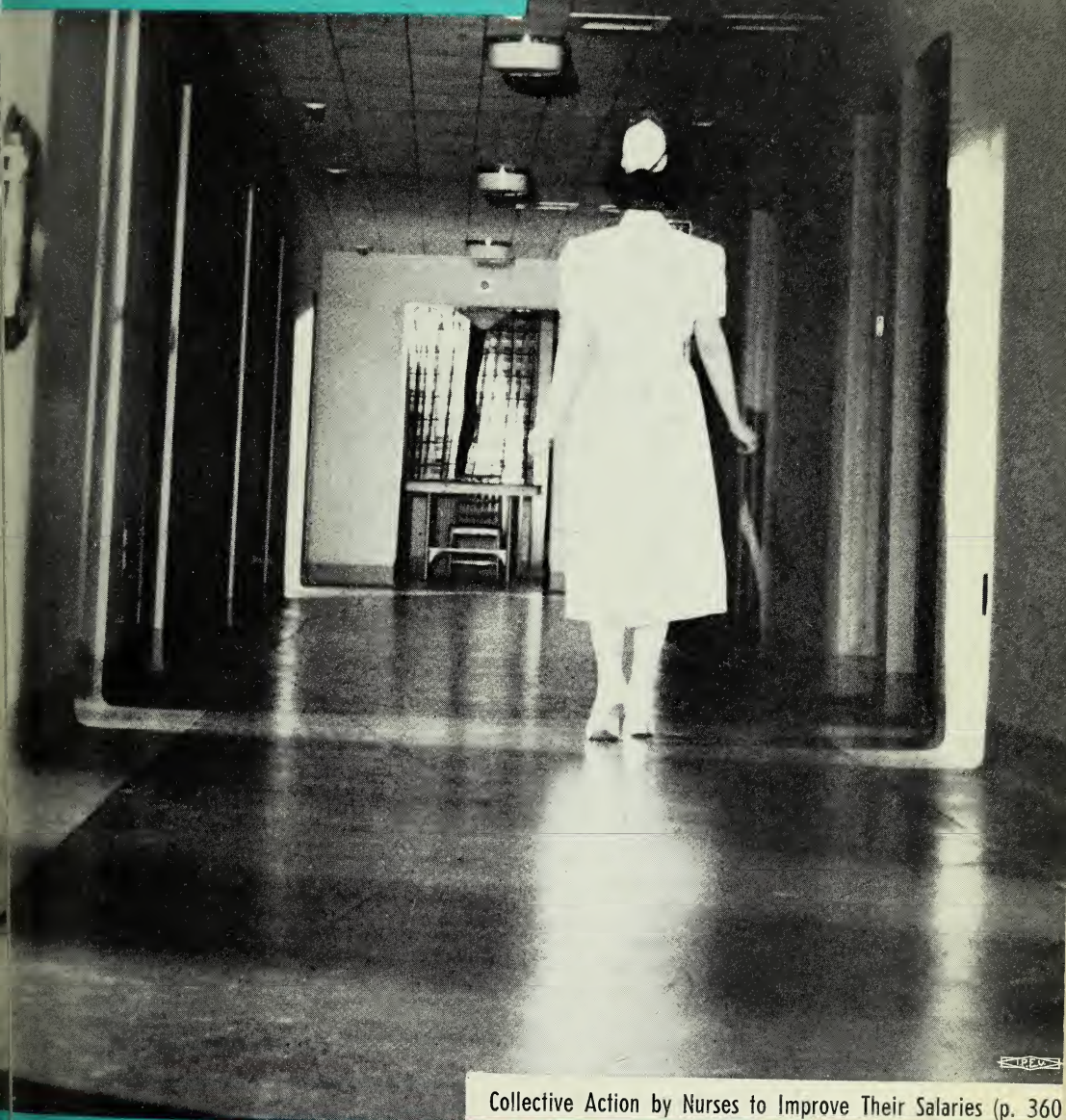
\*See footnote to Table H-1.





CANADA

# THE ABOUT AZETTE



Collective Action by Nurses to Improve Their Salaries (p. 360)

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# THE LABOUR GAZETTE

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## Training in Industry Program

*The rapid pace of technological change has created need for co-operation of management, labour and government in training workers, who face retraining at least once in working career*

Because mechanization, automation and other technological advances have altered the pattern of occupations—now almost 70 per cent of all employment is in professional, skilled or white-collar jobs—the average Canadian worker will have to be retrained at least once during his working career.

And the rapid pace of technological change has created an urgent need for co-operation among management, labour and government in dealing with the problems of training and retraining.

It is vital today for workers to have broadly based training that makes them flexible and mobile as well as competent in their particular trade or occupation.

In the past, many on-the-job training programs were specially designed to meet the immediate needs of the individual employer who gave the training, but today the trend is toward a broader form of training that goes beyond merely cultivating the particular kinds of skill needed by the employer, and looks to the long-range needs of the worker and of the economy.

This trend has been matched by increasing government assistance for training-in-industry programs. The Technical and Vocational Training Agreement provides for federal contributions toward a province's costs in undertaking a training program.

Although this co-operative training program is still in the early stages of development, it provides technical and other assistance to companies, businesses or industrial groups that wish to establish broader training programs.

The co-operative training method embraces many types of training, in which are included the following:

*Basic training for skill development*—The upgrading of a worker's skill in mathematics, science and communications sufficiently to enable him to take more advanced training.

*Upgrading courses* to keep workers abreast of new techniques in their trades or occupations.

*Retraining* workers whose occupations have become obsolete, to enable them to transfer to a new or related trade or occupation.

*Apprenticeship training* under an approved program involving a minimum of 4,000 hours of reasonably continuous train-

ing in prescribed proportions of training in class and training on the job.

*Technician training* at post-high school level.

*Supervisory and management training.*

In one example of basic training for skill development, three companies in co-operation with local school board and provincial officials, established a program to raise the knowledge of 30 employees in English, mathematics and science by two or three grades, starting at Grade 8. The employees are released from work at three o'clock every day for six months to attend a three-hour class.

In this program, the local school board supplied laboratories, and the companies rented quarters, hired a co-ordinator and two instructors, and paid the costs of the program. The companies, however, will be reimbursed by the province, which in turn will be reimbursed by the federal Government to the extent of 50 per cent of the costs.

In this form of training, technical assistance may be obtained in the form of sample course outlines, trade analyses, information sheets and other training aids. Studies of training needs and advice on setting up programs are often given to companies or businesses that ask for such help. The extent of assistance supplied varies from one province to another.

The expansion of technical and vocational training facilities and programs in Canada has meant an increase in the number of part-time, full-time and evening courses in many communities, and officials of local schools or provincial Departments of Education are willing to consider establishing new courses to suit particular needs.

Many companies are today encouraging their employees to take evening courses and are offering incentives in the form of reimbursement of fees or the cost of books. Other firms are allowing their employees to take full-time and part-time courses through day-release arrangements, and in some cases are helping financially.

Government assistance for training in industry is offered under one of the programs established by agreement between the federal and the provincial governments under the Technical and Vocational Training Assistance Act.



## 50 Years Ago This Month

*Act to prohibit manufacture, importation and sale of matches containing phosphorus enacted and its administration placed under Minister of Labour. Immigration in 1913-14 down 17,500*

An act to prohibit the manufacture, importation and sale of matches made with white phosphorus was passed by Parliament in May 1914, and the administration of the act placed under the Minister of Labour. The law was to come into effect on Jan. 1, 1916.

A resume and the text of the act were published in the May 1914 number of the **LABOUR GAZETTE**.

This journal's article stated that poisonous phosphorus was not essential to the manufacture of matches, and that its use in such manufacture had been prohibited by law in some parts of Europe for 30 years, and was then prohibited by law and international treaty in nearly every civilized country in the world.

The Minister of Labour, speaking in the Commons in support of the bill, explained that the use of white phosphorus (the act included yellow phosphorus) was liable to induce in those who worked with it a particularly loathsome disease known as phosphorus necrosis, which attacked the jawbone and the teeth, and which was sometimes fatal. The Minister referred to cases of the disease that occurred in Canada.

The article added that "apart from the not infrequent cases of infantile poisoning caused by little ones sucking the highly coloured heads of white phosphorus matches, the latter present also a convenient and inexpensive means of criminal poisoning, and were employed in this way by a brutal parent in Prince Edward Island a little over a year ago for the destruction of her entire family."

Immigration to Canada during the year ending March 31, 1914 reached a total of 384,867, compared with a total of 402,432 for the previous year, according to official figures supplied by the Department of the Interior. Of the 1913-14 total, 142,622 of the immigrants were classed as British, 107,530 were from the United States and 134,715 from "Other Countries."

The decrease from the total the previous year was only 4 per cent, but the drop did not begin until August 1913. During the April-to-July period, immigration was higher than it had been the year before. But from August 1913 until March 1914, it declined at an increasing rate, beginning with a 3-per-cent drop in August and ending with a drop of 52 per cent in March 1914,

compared with the figures for the previous year. A considerable amount of unemployment, especially in the western provinces, and a "financial stringency" were apparently the causes of the decline.

The same causes were probably at work in the reduction in the number of strikes in April 1914 from the number the previous April. Only four new work stoppages occurred in April 1914, compared with 25 in April 1913. "It is a noteworthy fact that only 12 disputes had been reported to the Department up to the end of April, as compared with 46 last year."

Reporting on the progress of railway construction, this journal said that the building of the Port Arthur division of the Canadian Northern Railway was giving employment to more than 200 labourers, and that nearly 2,000 men were working on the Kettle Valley Railway.

It was estimated that 700 miles of railway would be built in Alberta during the year. Besides work on the Peace River branch of the Canadian Northern Railway; the Edmonton, Dunvegan and British Columbia Railway; the Alberta and Great Waterways Railway; and the Calgary-to-Pincher Creek line of the Canadian Northern, it had recently been announced that during the coming summer about 3,000 men would be employed on the Alberta and Great Waterways Railway from Edmonton to Fort McMurray. About 1,000 men were also working in Canada on Canadian Pacific construction.

"A feature of the month was the arrival at Prince Rupert of the first Grand Trunk Pacific train from Winnipeg. It is stated that the Canadian Northern Railway will enter Weyburn this summer by building a spur from their line running from the country south of Weyburn."

The Montreal correspondent said that about 4,000 men had been given employment by the city at \$2.25 a day. Private contractors were paying \$1.75 and \$2, and they feared that they would be deserted by their "cheap" labour. Some labourers did leave their jobs and get work with the city, and the railways received fewer applications than usual for work on construction gangs; instead of looking for railway work, the men were seeking jobs with the city.

### Report on Employment and Manpower in New Brunswick

Publication of a report entitled "Employment and Manpower Utilization in New Brunswick 1950 to 1960" was announced jointly last month by the federal and New Brunswick Departments of Labour.

The report is the result of a study by a federal-provincial research committee under the chairmanship of Dr. W. R. Dymond, Assistant Deputy Minister of the federal Department of Labour. The Deputy Ministers of the New Brunswick Departments of Labour, and Finance and Industry were on the Committee.

#### Labour Force Analyzed

The main body of the report is organized around the analysis of the supply of, and the demand for labour. Characteristics of the population from which the labour force is drawn, including age and sex distribution, growth and migration, are examined. The labour force itself is analyzed as to structure, educational achievement, skills and adaptability.

In analyzing the demand for labour in the province, a study was made of the employment and output trends in the New Brunswick economy as a whole over the period 1950 to 1960, and for the individual industry sectors.

#### Sample Survey

A special sample survey also was made of households in Gloucester County in order to obtain detailed information on the characteristics of employed and unemployed persons in the area. From this survey, much new and useful data are presented, not only on certain aspects of unemployment, but also of underemployment.

A final chapter on seasonal unemployment analyzes the seasonal variations in employment, the extent and duration of seasonal unemployment, and the industries affected. Those persons who become seasonally unemployed were also examined as to their occupations, skills and age.

The study noted that although total employment increased during the period 1950 to 1960, the entire increase was made up of women. Male employment was no higher at the end of the decade than it was at the beginning. A substantial decline in employment took place in the goods-producing sector—primary, manufacturing and construction industries—which largely employs male

workers. In contrast, there was a notable increase in the service-producing sector, especially in the trade and service industries, which has a large component of women workers.

This marked shift in industrial employment over the decade from the primary to the service industries resulted in serious problems of labour market adjustment. Workers displaced from the primary sector were seldom able to take advantage of the expanding job opportunities in the service industries. Most of the new jobs were dissimilar to those that disappeared, particularly as to the degree of skill and preparatory education required.

#### Jobs That Disappeared

Many of the jobs that disappeared were those traditionally filled by males, involving mainly manual work and requiring little education or training. In contrast, the new jobs were frequently of the type regarded as appropriate for women, such as the white-collar clerical, sales, teaching and health occupations, and which usually require more education and training.

Moreover, many of the declining occupations were based in the rural areas, and the expanding ones were in urban centres. Consequently, many of the young men who were new entrants to the labour force were unable to find jobs, and emigrated from the province.

#### Projections

Population projections indicated that increases in the New Brunswick labour force in the next few years would be substantially greater than in the decade of the fifties. Unless there is an increase in the employment of male workers in the future, the report points out, there is likely to be more migration out of the province, lower labour force participation rates among men, and a higher incidence of unemployment and underemployment among men.

Some concluding observations on the imbalances in the New Brunswick economy are set out, and three major areas in which constructive action might be taken are noted: (1) industrial development, including the expansion of existing industry as well as the introduction of new industry; (2) the training, retraining and adaptation of the labour force; and (3) the reduction of seasonal and general unemployment.



## Conference on Divisions Between Men's and Women's Work

The traditional divisions between men's work and women's work in our society, and the social and economic effects of these divisions, were discussed at a one-day round-table conference last month in Ottawa, sponsored by the Women's Bureau of the Department of Labour. About 50 persons from federal and provincial departments and agencies, universities, secondary schools and national organizations participated.

In welcoming the conference participants, Dr. G. V. Haythorne, Deputy Minister of Labour, said that we had tended to become creatures of tradition in regard to the division of work between men and women. The Department of Labour was concerned with improving manpower development and manpower utilization, and was examining traditional ways of using manpower in the light of technological and other changes in industry and business, and the changing roles of men and women in our society.

Dr. Oswald Hall, Professor of Sociology, University of Toronto, said that societies were almost infinitely variable in the sense that almost any kind of work could be considered as either masculine or feminine. Within a specific society, however, and ours was no exception, the division of work between the sexes was likely to be very rigid, and there were mechanisms at work that drastically limited a person's freedom of choice of occupation.

In our society the main model for organizing work was the bureaucratic corporation, in which each member either gave or received orders. This system worked well when there were no serious differences in status between those in the two groups.

It was highly acceptable for men to have authority over women; it was acceptable for men to have authority over men, and somewhat less acceptable for women to have authority over women. For women to have authority over men, however, was likely to be regarded as "disagreeable." Therefore, he said, "women hesitate to strive for jobs that place them in anomalous positions, and men hesitate to place women in such positions."

A second limitation on occupational choice for women arose as a result of the family structure. What the husband did determined the ranking of the family. If part of the income came from the wife, these earnings were, in many cases, viewed as an indication of inability on the part of the husband to support his family adequately.

Another type of limitation of occupational choice occurred where the wife moved

ahead until her occupational status and income exceeded that of her husband. For the wife this meant, in effect, that she was constrained to refrain from seeking the sorts of occupational niches that would place the prestige of her husband in jeopardy.

Dr. W. R. Dymond, Assistant Deputy Minister of Labour, spoke on the economic aspects of the problem. He said that the occupations in which so-called women's work is concentrated are predominantly those in the service-producing industries; men's occupations tend to be concentrated in the goods-producing industries. He pointed out also that women were heavily concentrated in the white-collar occupations, which often cut across industry boundaries.

Over the last 30 years the proportion of workers in the goods-producing industries had dropped from 60 to 46 per cent of the total labour force, while the proportion of workers in service-producing industries had expanded from 40 to 54 per cent.

Dr. Dymond said that the participation rate of women in the labour force was increasing, while the rate for men was actually dropping. This was partly the result of differing employment trends in the industries in which men's and women's jobs predominate.

Although some of the jobs in the expanding service industries were traditionally more suited to women, there was a vast number of jobs that could be done equally well by either sex. In these industries, however, employers preferred to hire women, mainly because women were willing to work at lower wage rates than men of equivalent skill and experience, and because women appeared to be less concerned with the fringe benefits which men found important because of the male role in our society.

It was probably considered morally wrong to pay a man less than he required to support his family at a reasonably decent standard of living but the same scruples do not apply to women, since employers assumed that young girls and married women usually lived at home.

Another factor was that women had traditionally been more difficult to organize into trade unions and in consequence were more "tractable" from the employer's point of view.

All these factors made it difficult for men displaced from jobs in the highly-unionized goods-producing industries to move to the expanding service industries. This problem of mobility was going to require more and more attention in the future, Dr. Dymond said.

### 43 Chicago Businessmen Complete Canadian Course

Forty-three Chicago businessmen last month received certificates marking the completion of two courses in small business management prepared by the Canadian government. This is the first time Canada's small business management courses, which are in regular use in various Canadian communities, have been used outside this country.

The course entitled "Management Accounting" was prepared by the Small Business Management Training Division, Department of Labour, for owners and managers of small businesses in Canada. The

Florists' Telegraph Delivery Association was given permission to adopt the course to the specific needs of florists and is now conducting the course in the United States and Canada.

Management Accounting is one of five courses prepared by the federal Departments of Trade and Commerce and of Labour and made available to Canadian businessmen through provincial departments of education or the departments of trade and industry. Other courses in this series include Retailing, Marketing for Manufacturers, Bookkeeping and Purchasing.

### New Construction Technician Course to Begin in September

A new two-year "Construction Technician Course" is to begin in September in Toronto. The course is designed to give to students interested in making a career in the construction industry a broad background in construction principles and techniques and to fit them for a variety of positions in the industry. If possible, the same course will be conducted in London and Ottawa.

Apprentices and journeymen will also be given an opportunity to advance beyond their present status by taking the course.

The classes will terminate at the end of April in order that first-year students can obtain practical experience on the job from May to August.

The program of studies includes building construction and drafting, quantity surveying, materials, theory of structures, mechanical installations, mathematics, science, economics and construction business practice. The prerequisite for the Course is Grade XII or equivalent.

In 1963, the Ontario General Contractors Association became aware of an acute shortage of qualified personnel of a junior age trained in construction practices and techniques. The OGCA expanded its Apprenticeship Committee to explore the possibility of setting up educational programs to fill the void between apprenticeship training for journeymen status and university training for graduate civil engineers.

The OGCA committee held a meeting last August with officials of the Technological and Trades Training Branch of the Ontario Department of Education to explore the possibility of setting up a course of training in construction. A joint conference prepared a syllabus. The Construction Technician Course is the result of these joint efforts.

This new approach to a career in construction has been necessitated by technological changes in the industry, which have made it essential to have a broad knowledge, a combination of theory and practice.

### British Economic Council Surveys Construction Industry

Output in the construction industry in Britain must increase by 13 per cent over that of 1963 if this year's estimated demand is to be met, the National Economic Development Council states in its latest report, "The Construction Industry." In order to achieve this increase, the industry will have to recruit at least 2 per cent more labour, a high proportion of which must be skilled.

A summary of the report in the *Ministry of Labour Gazette* for March says that even if the extra labour can be obtained and if an effort is made to increase productivity in all sectors, the industry will still be operating "at full stretch" and there will probably be overloading in some regions and in some types of work.

Looking ahead to 1966, a further increase of 10 per cent over 1964 will be needed, and if the required level is not reached this year it will probably fall short in 1966 also. A failure of the industry to meet the growing demand might be a serious brake on expansion, and it was because of the importance of the construction industry at this time that it was chosen for detailed study by the Council.

The periodical shortages of skilled men in the industry are likely to continue, the report concludes. The supply of apprentices is well below what is required to make up for wastage at the present rate, and many more adult trainees could be absorbed than can be trained under present plans.



## 1963 Edition of "Provincial Labour Standards" Available

A new edition of the Department of Labour's annual bulletin "Provincial Labour Standards" is now available. It sets out the standards in force in December 1963 under various provincial labour laws.

Subjects covered include child labour, holidays, hours of work, minimum wages, equal pay, fair employment practices, weekly rest-day and workmen's compensation.

The more important changes in 1963 concerned the school-leaving age, minimum wage rates and workmen's compensation.

A school-leaving age of 15 years went into force in Manitoba, to be raised to 16 years on July 1, 1965.

Increases in minimum wage rates were brought into effect in almost all provinces. Developments in this field included the setting of rates for men for the first time in Ontario and Prince Edward Island. Rates under general orders were raised in Manitoba and Newfoundland.

As the first stage of a new minimum wage program applying to both sexes in Ontario, wage scales were set for the Toronto-Hamilton-Oshawa area. These orders set a minimum rate of \$1.25 an hour for construction workers, \$1 an hour for male workers in other industries, and a rate of 85 cents an hour, escalating to \$1 on March 31, 1964, for women.

The new general order for men in Prince Edward Island set a minimum wage of 90 cents an hour, increasing in two stages to \$1 an hour on May 1, 1964. The new general rates in Manitoba are 75 cents an hour in urban centres and 70 cents in rural areas.

In Newfoundland, new rates of 70 cents an hour for men and 50 cents an hour for women went into effect. In British Columbia, revised orders for offices and laundries set a minimum rate of \$1 an hour, the minimum rate in effect for the majority of workers in the province.

Benefits under workmen's compensation laws were increased in several provinces. Of special importance were changes with regard to the age to which children's allowances are payable. In Quebec, a child is now eligible for an allowance as long as he is in regular attendance at school. A child not attending school receives compensation to the age of 18. In Prince Edward Island, payments may now be made, in the Workmen's Compensation Board's discretion, to a child who is continuing his studies up to the age of 21.

Copies of the bulletin (Catalogue No. L2-7/1963) may be obtained from the Queen's Printer, Ottawa, at 35 cents each.

## In Parliament Last Month

*(page numbers refer to Hansard)*

An important modification of the proposed Canada Pension Plan and a substantial increase in the rebate of federal income tax to compensate for provincial income tax was announced by the Prime Minister on April 20 (p. 2331). These changes were also described in a letter sent to the provincial premiers, which was tabled by the Prime Minister in the House (p. 2388).

The federal rebate of income tax, he said, would rise next year to 21 per cent instead of the existing 19 per cent and in 1966 to 24 per cent. The increased rebate and higher equalization payments by the federal Government would mean a reduction of some \$60,000,000 in net federal revenue next year, "which will have to be recouped from some other source of taxation."

The Canada Pension Plan under the new proposal would provide a pension of 25 per cent of earnings up to \$5,000 a year on retirement at age 65. Pensions would reach their full rate in 10 years' time. Contribution rates would average 1½ per cent for both the employer and the employee at the average level of earnings. Self-employed

people would contribute 3 per cent—the combined employer-employee rate.

The Canada Pension Plan would not place private pension plans in an invidious position, and there would be discussions with private plan organizations with a view to integration as soon as possible, the Prime Minister said on April 23 in answer to questions (p. 2488).

The Government did not intend to extend the operation of the municipal winter works incentive program beyond the date originally set, the Minister of Labour said on April 6 in answer to a question (p. 1828).

The Government had decided not to extend the municipal winter works program beyond April 30 in designated areas of slow growth or in areas of high winter unemployment, the Minister of Labour announced on April 22 (p. 2456).

Bill C-28, to amend the Canada Fair Employment Practices Act to prohibit discrimination in employment on account of age, was "talked out" on April 24 during the debate on second reading (p. 2578).

On April 6, Royal Assent was given to an act enabling the Unemployment Insurance Fund to be replenished (p. 1842).

# Collective Action by Nurses to Improve Their Salaries and Working Conditions

*Until recently nurses have avoided collective action but more and more, nurses' organizations are negotiating with employers as low salaries recognized as part of cause of nurse shortage*

An insufficient supply of nurses and the high wastage in the profession are increasingly recognized as attributable in large part to low salaries and unsatisfactory working conditions. The conditions of service are

determined in various ways, but more and more by negotiation between the employing agency and representatives of the nurses' organizations.

## THE LEGAL BASES OF COLLECTIVE BARGAINING

Sometimes collective action as practised by nurses is governed by the labour relations laws. More often, however, the process is "voluntary" in nature.

In the traditional and legal sense, collective bargaining means the negotiation between an employer and a bargaining agent of his employees with the view to concluding a collective agreement containing provisions regarding rates of pay, hours of work and other conditions of employment. Under the labour relations legislation existing in Canada, employees have the right to organize without interference from their employer. The employer is required to recognize and negotiate with the bargaining agent who represents a majority of employees in a unit appropriate for collective bargaining. Questions of representation are determined by government-appointed Labour Relations Boards.

After a bargaining agent is certified, the employer and the bargaining agent representing his employees are required to meet within a specified period and make every

reasonable effort to conclude a collective agreement. Procedures are laid down for conciliation in the event of an impasse. In most provinces, strikes and lockouts are prohibited until the conciliation procedure has been carried out and also during the life of the collective agreement.

In Newfoundland, Prince Edward Island, Quebec and Alberta, to prevent the interruption of essential services, including hospital services, disputes affecting hospital employees are subject to compulsory arbitration.

The fact that the majority of nurses in Canada are not covered by labour relations legislation in no way precludes them from entering into collective negotiation with their employers. In doing so, however, such nurses do not have the protection of the labour relations laws, the employer is under no obligation to recognize any group of nurses as being representative of all nurses in his employ, nor is he compelled to listen to representations from them.

## PROFESSIONAL ASSOCIATIONS AND LABOUR UNIONS

Registered nurses associations exist in all ten provinces and, in all except Ontario, nurses are required by law to belong to the professional association in order to practise.\* The ten provincial nurses associations are federated into the Canadian Nurses' Association.

The prime objective of the CNA is "to dignify the profession of nursing by maintaining and improving the ethical and professional standards of nursing education and

service".† It should be noted that the function of a professional association in maintaining and improving professional standards is quite different from the chief purpose of the labour union, which is to regulate relations between employers and employees.

There is also a significant difference in the personnel of the two types of organization. The professional association is comprised of members from all ranks. Nurses associations include head nurses, supervisors, instructors and administrators, as well

\*Registration with the Registered Nurses' Association of Ontario is voluntary but, in order to practise, nurses in Ontario are required to belong to the Ontario College of Nurses.

† From An Act to Incorporate the Canadian Nurses' Association, Statutes of Canada, 1947, C. 88, S. 3(a).



*From the days of Jeanne Mance and the later Florence Nightingale, the training of nurses has stressed dedication to service, self-sacrifice, loyalty to the hospital and unquestioned obedience to those in authority. This tradition of service is strengthened by the public's expectation of the nurse. As a result, the profession itself and the public also have tended to view as somewhat unethical any forthright effort on the part of nurses to improve their working lot. Until recently, therefore, nurses have avoided any form of collective action directed to this end.*

*But the yeast of change is at work. Social emphasis on health and welfare is multiplying the calls on the profession. Efficient nursing service has come to be recognized as an essential of present-day society. Few people in the course of their lives have no occasion to avail themselves of the ministrations of the nurse.*

*Throughout the world a steadily increasing demand for nurses requires more effective methods of recruitment, better use of available nursing staff, and more effective retention of trained nursing personnel. To facilitate these goals has become a major concern of the International Council of Nurses. Moreover, as long ago as 1960 the International Labour Office held a Conference on the Employment and Working Conditions of Nurses.\* In Canada the subject, already an issue in many other countries, has taken on urgent importance and wide interest.*

*The more than 75,000† registered nurses in Canada today are employed by public authorities at the municipal, provincial and federal levels of administration, by public and private institutions and agencies of all kinds, and by private individuals. The majority (about 72 per cent) are employed by hospitals, an estimated 10 per cent are in public health nursing, and about 7 per cent are in private practice. A further 10 per cent are in "other fields, serving, for example, as nurses in doctors' offices, in the Armed Forces and in occupational health units in industry.*

as staff nurses. The labour union, on the other hand, excludes managers, superintendents, foremen or others who exercise managerial functions.

At its biennial meeting in 1944 the CNA for the first time approved the principle of collective action for registered nurses and recommended that the principle be carried out through the provincial registered nurses associations. It has also encouraged provincial associations to set up employment relations committees and to concern themselves with counselling their members and providing them with assistance in matters relating to conditions of employment.

Since 1944 each of the provincial nurses associations has set up a committee, usually called the Employment Relations Committee, which makes recommendations regarding salaries, hours of work, pensions, holidays with pay, sick leave and other matters relating to the social and economic welfare of its members. These are published as recommended minimum standards for personnel policies relating to nurses employed in hospitals and other health agencies. They are based on research into wages and working conditions both in the profession and in related occupations.

The recommendations are revised periodically, in some provinces annually. In accordance with prevailing economic conditions and the cost of living, recommended salaries vary from province to province. They are highest in Western and Central Canada and lowest in the Atlantic Provinces. A recommended minimum salary rate is usually set for four classes of nursing staff—general staff nurse, head nurse, supervisor and instructor.

The recommendations are circulated to all members of the provincial nurses association and sent also to administrators of hospitals and other health agencies before hospital budgets for the coming year are drawn up. The associations are prepared to interpret and promote their recommended personnel policies, and several give advice to nurses and employers, by correspondence and personal interview, concerning salaries and working conditions.

Joint meetings with the provincial hospital associations may be held with a view to mutual agreement on basic minimum salaries and working conditions. In some provinces a direct channel of communication with the hospital services commission has been developed through a nursing advisory committee. One of the functions of such a committee is to discuss salaries and employment conditions with the commission's chairman, executive director, and director of hospital standards.

\* *Employment and Working Conditions of Nurses*, International Labour Office, Geneva, 1960, page 57.

† Figures provided by the Canadian Nurses' Association, 74 Stanley Avenue, Ottawa.

Most of the provincial associations do not favour their members' joining a trade union, and have put this opinion on record. Some associations have not made a definite statement on this subject but have advocated that nurses seek association support in preference to union membership. For example, the Registered Nurses' Association of Ontario, in its Brief to the Ontario Government Select Committee on Labour Relations in 1957, repudiated union membership because nurses, belonging to a service profession, must be prepared to render service sometimes beyond the normal hours of duty. They also thought that policies governing the practice of their profession should not be subject to the control of bodies outside the profession.

For its part, the trade union movement, although vitally interested in the organization of white-collar workers, has not as yet made any concerted effort to organize nurses. How many do belong to trade

unions is unknown, but the number is not large.

The pattern of collective negotiation varies from province to province. In one province, British Columbia, the nurses association is the legally established bargaining agent for nurses under the Labour Relations Act. In another province, Ontario, the professional association has initiated a voluntary negotiation scheme whereby a nurse negotiator employed by the association will be sent to assist a group of nurses in negotiations with the employer. Trade union affiliation provides the instrument of negotiation for a considerable number of hospital nurses in Quebec and for public health nurses in various centres across the country. A group of nurses employed by the federal Government is organized within the Professional Institute of the Public Service of Canada to participate in consultations with the appropriate officials in order to obtain higher salary schedules and improved working conditions.

### THE SITUATION IN BRITISH COLUMBIA

A program of collective bargaining through the professional association, which is certified as a bargaining agent under the provincial Labour Relations Act, has been developed by the nurses in British Columbia.\* As a result of this certification, the professional association has the status of an independent trade union.

In 1942 the Registered Nurses Association of British Columbia (RNABC) set up a committee on labour relations. This committee conducted an extensive study of the field of employer-employee relations; its members reviewed material about the trade union movement and became familiar with federal and provincial labour legislation.

They also considered the implications of joining trade unions, which various groups of nurses were being urged to do. Conferences were held with many other groups and professional organizations to discuss what would be involved in union membership, whether it could offer nurses anything that membership in their professional association could not, whether union membership would lower professional prestige or affect the quality of nursing care, and, finally, the mechanics by which the association itself could bargain for its members.

\* Material for this section derived from two articles by Evelyn E. Hood, Director of Personnel Services, Registered Nurses Association of British Columbia: "Economic Security in British Columbia," *The American Journal of Nursing*, May 1956; "Collective Bargaining for Nurses in British Columbia," *The Canadian Nurse*, November 1962, and from correspondence with Miss Hood.

At the annual meeting of RNABC in 1944, the committee recommended to the general membership "that the council of the nurses' association be authorized to take whatever steps may be necessary in order to ensure that the council or its nominees may be appointed bargaining representatives for any of its members or groups of members, in any proceedings under the existing labour legislation of the Provincial Government."

The ensuing discussion showed that the general membership was not ready for formal collective bargaining and the resolution was not adopted.

During the two ensuing years, however, the committee continued its study and carried on an intensive educational campaign among the members of the RNABC. At the annual meeting in 1946 it recommended that a Select Committee on Labour Relations be formed in the Association to carry out the following functions:

1. To serve on request, in an advisory capacity, individual nurses or groups of nurse employees on matters related to employment conditions, with the objective of assisting nurse employees to prevent or overcome difficulties by democratic and business-like procedure.

2. In situations where nurse employees have been unable to effect an agreement with their employer, to arrange conferences with the employer at which nurse employees would be represented.

3. In situations where all other measures have failed, and upon the request of the majority of the affected employee group of nurses, to set up a bargaining group (representative of the affected nurse employee group



and the Select Committee) which would obtain certification and proceed with negotiations.\*

Largely as a result of the educational campaign, this recommendation was accepted unanimously, and the program was inaugurated.

During the early years of the program there were many problems. The procedure for setting up a bargaining unit was cumbersome. Bargaining was complicated by the fact that the members of the Select Committee and not the RNABC itself constituted the bargaining authority. Some employers were opposed to any organization of their nursing staff and made it uncomfortable for staff members who took the lead. Many nurses, believing it to be unprofessional to be concerned with such matters as wages and working conditions, were reluctant to take part in the program.

Gradually, however, these initial doubts diminished as a result of the educational activities of the Association. The Select Committee ceased to exist; in 1956 the RNABC itself became the bargaining authority, and the program became the responsibility of the Director of Personnel Services, who is an employee of the RNABC. Collective bargaining within the framework of the Labour Relations Act came to be accepted by the nurses, their employers, and the public as a proper function of the RNABC.

The RNABC must apply for separate certification for each group of nurses (that is, nurses employed by the same employer) that it seeks to represent. The certification continues indefinitely, unless it can be proved that the Association no longer represents the nurses. The RNABC is now certified to bargain for the nurses employed by 50 hospitals.

With the exception of nurses employed by the federal and provincial governments, who, as civil servants, are excluded from the Labour Relations Act, all nurses in the province may avail themselves of this channel of negotiation with their employer.

When the RNABC is certified as the bargaining authority for a group of nurses, the employer is required by the provisions of the Act to bargain collectively and to conclude an agreement with the nurses. Where an agreement cannot be reached by direct negotiations, assistance may be given by the provincial Department of Labour, first through the appointment of a conciliation officer and secondly, if the officer fails to bring about agreement, through the appointment of a conciliation board, which hands

down a decision in the case. This decision, however, is not final and binding unless both parties to the dispute agree to accept the award.

The tight budgets within which a number of hospitals were operating curtailed plans for salary adjustments. For this reason it was difficult for some hospitals to come to terms with the nurses. As many as 21 disputes were referred to conciliation in 1957 and 1958.

In July 1957, some 500 nurses in three hospitals in the province threatened to go on strike. A conciliation board had handed down a decision awarding the nursing staffs in the three hospitals an increase in salary. The nurses had agreed in advance to accept the findings of the conciliation board but the hospital boards had not. When the award was handed down the hospital boards said that, although they supported the award, they did not receive enough money from the British Columbia Hospital Insurance Service to pay the increases.

In this threatened strike the nurses were supported by the medical staff of the three hospitals, and the general public also took a favourable attitude. As the strike deadline approached, the provincial Government provided the Hospital Insurance Service with sufficient additional funds to enable the hospital boards to pay the increased salaries, thus averting the strike.

Both the hospitals and the nurses felt, however, that a method should be sought to facilitate settlements in the future. In the fall of 1959 representatives of the British Columbia Hospital Association asked for an opportunity to discuss a plan for province-wide bargaining with the RNABC. The plan was outlined as follows:

1. Each association would name a bargaining committee.
2. These two committees would endeavour to reach an agreement on certain terms of the nurses' agreements in hospitals where the RNABC had bargaining authority.
3. Decisions of this joint committee would have to be ratified by the individual hospitals and the individual nursing staffs. There would continue to be separate agreements between the RNABC and each of the hospitals.
4. There would continue to be opportunity for individual staff representatives and the Director of Personnel Services of the RNABC to meet with representatives of the boards of each of the hospitals.\*

To the Council of the RNABC, this plan seemed to offer a means of avoiding delays and stalemates. By unanimous decision, it was decided to recommend to the members that the RNABC participate in the

\* "Economic Security in British Columbia," Evelyn E. Hood, *American Journal of Nursing*, May 1956.

\* "Collective Bargaining for Nurses in British Columbia," Evelyn E. Hood, *The Canadian Nurse*, November 1962.

plan, on the understanding that bargaining would be with a committee of the Hospital Association rather than with a professional negotiator and that the RNABC would be free to dissociate itself from the plan if it was found not to be in the best interests of the Association and the nurses concerned.

In November 1959 a committee appointed by the RNABC met for two days with a committee from the British Columbia Hospital Association and they agreed upon certain terms to be incorporated in a new collective agreement. Before the agreement

became effective in any hospital, individual contracts were completed, binding the hospital's board on the one hand and its nursing staff on the other. The agreement provided for a two-year contract and a new salary scale, with larger differentials between positions.

Since the inception of province-wide bargaining in 1959 the hospitals in British Columbia that do not have a formal contract with the RNABC also have based their employment practices on the recommendations of the RNABC.

## THE SITUATION IN ONTARIO

The Registered Nurses' Association of Ontario has evolved a scheme of assistance to nurses who are making representations to their employer for improved salaries or other working conditions.\*

The Registered Nurses' Association of Ontario (RNAO) first set up a Committee on Labour Relations in 1943. Although the Committee was opposed to affiliation with trade unions by members of the nursing profession, it subscribed to the principle of collective bargaining as being compatible with professional ethics. The Committee provided informal assistance to nurses who sought its help in solving employment problems.

In 1957, when the province's Labour Relations Act was under review by the Select Committee of the Ontario Legislature on Labour Relations, a special meeting of the Board of Directors of the RNAO was called to study the whole question; the presidents of all districts of the Association were asked to come to the meeting.

After detailed discussion, the Board decided to present a brief to the Select Committee asking that registered nurses be exempted from the Act and so be automatically excluded from any bargaining unit for which a bargaining agent might be certified for employees in any institution where nurses were working. Exclusion from the Act would also preclude the possibility of certification as a bargaining agent of the RNAO itself. Nevertheless, the Board of Directors believed that such exemption would be in the best interests of registered nurses. So far, however, the Ontario Legislature has not acted upon the nurses' request.

Meanwhile, the RNAO had been undertaking a comprehensive, province-wide survey of employment conditions in all branches of nursing and in comparable occupational groups such as school teachers, librarians, physiotherapists, occupational therapists, dietitians, social workers, secretaries and stenographers. The study showed nurses' salaries to be considerably lower than those of the other groups and as a result the minimum salary for general duty nurses recommended by the RNAO was substantially raised.

At the same time the Association carried out an investigation of the various methods of collective bargaining that could be used for nurses. At the 1958 annual meeting, the three methods that had been found most suitable were presented for consideration: certification under the Labour Relations Act of the Association as the bargaining agent for nurses, legislation providing for compulsory arbitration such as was in effect for policemen and firemen in the province, and a system of voluntary negotiation patterned somewhat on the method used by teachers.\*

In the discussion that ensued there was some support for a system of compulsory arbitration for disputes between nurses and their employers. Under such a system employers and employees would be compelled, if necessary, to submit their dispute for settlement by an arbitration board whose decision would be final and binding on both parties. It was thought that this type of bargaining had some value for a group offering essential services which, for the safety of the community, should never be interrupted because of differences between employer and employees. Nurses were concerned, however, about the length of time that arbitration might take, during which

\*Information for this section derived from various articles by Mary F. Strong, Nursing Consultant, Personnel Relations, Registered Nurses' Association of Ontario, printed in the Association's *News Bulletin*, Summer 1958 to November-December 1962, and from correspondence with Mrs. Strong.

\*"Steps to Security," panel discussion, *News Bulletin* of the Registered Nurses' Association of Ontario, midsummer 1958.



time working conditions remained unchanged. They also believed they would have to accept what might be unsatisfactory decisions made by persons outside the nursing profession.

The eventual decision was that the Association adopt a system of voluntary negotiation "with the ultimate aim of securing legislation for compulsory arbitration if necessary." The Association was to review the new program after it had been in operation for five years.

This plan of personnel relations is essentially an enlargement and extension of what the RNAO had been doing all along. A new feature was the appointment of an Association representative (Nursing Consultant in Personnel Relations) to assist nurses with their employment problems. Her duties are:

1. to give assistance, on request, to individual registered nurses or groups of registered nurses in dealing with problems arising out of their employment;
2. to act as negotiating agent with employers when necessary;
3. wherever possible to help further the general adoption of the Association's personnel policies, and
4. to promote the economic welfare of nurses.

The plan embraces all registered nurses in the province, irrespective of rank or area of employment. The RNAO is prepared to support nurses whose requests "are fair and reasonable and in line with the personnel policies of the Association." Nurses are requested to notify the Nursing Con-

sultant in Personnel Relations before asking for changes in their employment conditions, although they are free to make the first approach to their employer themselves and to conduct their own negotiations if they wish to do so. Nurses are encouraged to ask for help from the RNAO as soon as it becomes apparent that local efforts are not succeeding and before relationships become strained or matters reach a crisis.

The aim of the RNAO is to help nurses to handle their own employment problems as far as possible.\* Advice is given, when needed, on the actual procedure for initiating a request through a proper business-like approach to the employer. It is expected that the individual or group concerned will participate actively throughout the proceedings, unless otherwise indicated, even when the RNAO has entered the picture and is carrying on negotiations.

The Male Nurses' Committee of the RNAO, however, in its report to the annual convention of the Association in 1962 stated that voluntary methods of negotiation are not effective and that many agencies do not honour the RNAO standards. The Committee urged the Association to seek certification as bargaining agent under the Ontario Labour Relations Act. Thereupon the convention unanimously adopted a resolution calling for a special committee to review the RNAO's program of voluntary negotiation and to investigate further the various other possible methods of collective bargaining and dispute settlement for nurses.†

## THE SITUATION IN QUEBEC

About the same time as the Registered Nurses Association of British Columbia was entering the collective bargaining field, the Association of Nurses of the Province of Quebec (ANPQ) made an abortive attempt to become the legal bargaining agent for a group of nurses in that province.\*

Local associations of the ANPQ have, in principle, the legal right to negotiate collective agreements for nurses. Article 17 of the Quebec Nurses' Act†, which incorporates the Association and sets out its powers, states:

Each local association may negotiate, conclude and sign as agent and proxy in the name of any group of members of the local association residing and practising in the territorial

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\*Our Personnel Relations Program, *News Bulletin* of the Registered Nurses' Association of Ontario, January-February 1960.

† At the request of the special committee, the Board of Directors engaged an industrial relations specialist to investigate the feasibility of the RNAO's seeking legislation for collective bargaining backed up by compulsory arbitration. The resulting report having been studied by members of the Association, the 1964 annual meeting, held April 30-May 2, voted to seek provincial legislation to provide the right of registered nurses in Ontario to bargain collectively with their employers on all matters involving salaries and working conditions, the RNAO to be recognized as bargaining agency. The desired legislation would provide also the legal obligation for employers of registered nurses to bargain collectively in good faith with representatives of the RNAO; the right of either party to apply for the assistance of a government conciliation officer or an independent mediator; the right of either party, as a last resort, to request and obtain final and binding arbitration of matters in dispute, by an impartial third party or three-part board; and the legal obligation of both parties to be firmly bound by the results of these negotiations.

\*Information for this section provided by officers of the Association of Nurses of the Province of Quebec, notably Miss Eileen C. Flanagan, Co-chairman, Committee of Labour Relations of the Association.

† Statutes of Quebec, 1946, chapter 88.

jurisdiction of the said local association who shall have requested them to do so, collective contracts or agreements with any category of employers.

Acting under this section, the ANPQ in 1947 sought to become the recognized bargaining agent for the nurses at the *Hôpital du Sacré-Cœur* in Cartierville: Their application was opposed by the *Syndicat des Gardes-malades de Montréal*, which also wished to be the bargaining agent for the nurses. The dispute therefore came before the Quebec Labour Relations Board.

The *Syndicat* maintained that the ANPQ was not a proper 'association' within the meaning of the Labour Relations Act. All nurses in the province must be members of the ANPQ before they may practise and as a result the ANPQ has within its membership nurses who are employees of an institution and nurses who are on the administrative staff and therefore are essentially employers. The Act requires that an "association" be composed either of employees or of employers; both groups can not be included in the same unit.

The Labour Relations Board decided in favour of the *Syndicat*, rejected the application of the ANPQ and certified the *Syndicat* as bargaining agent for the nurses.

Since this attempt at certification the Association has not sought to bargain directly on behalf of nurses in the province.

In the province of Quebec trade unionism among hospital nurses is stronger than in any other part of Canada.\* It is found predominantly among nurses in French Roman Catholic hospitals. Non-professional staff have been organized in the French-language hospitals for many years and in the past few years unions have also been gaining strength among non-professional workers in English-language hospitals. The success of these non-professional workers' unions in raising the wages and improving working conditions of their members has, among other factors, influenced some professional nurses to join the labour movement.

The nurses are members of unions affiliated with either *la Fédération nationale catholique des services* (FNCS) or with *la Fédération des syndicats professionnels d'infirmières catholiques* (FSPIC).† The former is affiliated with the Confederation of National Trade Unions and includes nurses' unions in the regions of Montreal,

Sherbrooke, St.-Hyacinthe, Hull and several other areas in the province. The latter federation, on the other hand, is an independent association located mainly in Quebec City, Chicoutimi, Trois Rivières and the lower St. Lawrence Valley.

The Quebec Labour Relations Board has certified these nurses' *syndicats* as bargaining agents under the Quebec Labour Relations Act. The *syndicats* are subject to the provisions of the Act with respect to negotiation of wages and working conditions, but special legislation‡ applies to disputes settlement. Disputes between hospital authorities and nurses must be referred to arbitration either under the terms of a collective agreement or under the Quebec Trade Disputes Act, which provides that the provincial Minister of Labour appoint an *ad hoc* board of three members, one representing employers, one employees and an impartial chairman. Strikes or lockouts are prohibited in all circumstances.

There have, however, been occasions in which unionized nurses in Quebec have withheld their services in order to obtain better working conditions. One of the more widely publicized examples of such action involved 35 nurses at the *Hôpital du Sacré-Cœur* in Hull who, in May 1958, "resigned" their positions in protest because the hospital authorities would not agree to their salary demands. They decided on this course rather than submitting their case to arbitration.

After the resignations, the Quebec Labour Relations Board decertified the union as bargaining agent for the hospital's nurses on the grounds that the mass resignations constituted an illegal strike. In June, however, the hospital authorities resumed negotiations with the nurses, although no longer legally obliged to do so. As a result, the nurses and the hospital authorities signed a collective agreement embodying the main demands for which the nurses had resigned. It is interesting to note that throughout this dispute, public opinion was in favour of the nurses and a "citizens committee" marched to the hospital in their support.

More recently, in October 1963, some 250 nurses at the *Hôpital Ste-Justine* stopped work and began a "study session" in protest against a decrease in nursing staff at the hospital and an increase in their work load. The nurses had been organized in June by the Montreal Nurses' Alliance CNTU (*l'Alliance des infirmières*) and were in the process of negotiating a collective agreement. The nurses returned to work after

\* "Le syndicalisme chez les infirmières", *Les hôpitaux dans la province de Québec*. Documentation sociale, série hôpitaux, conférence catholique canadienne, Ottawa, 1962, p. 66.

† *Les effectifs des syndicats d'employés et d'infirmières*, *Les hôpitaux dans la province de Québec*, op. cit., pp. 64-65.

‡ The Public Services Employees Disputes Act, Statutes of Quebec, 1944, chapter 31.



the Quebec Deputy Ministers of Health and of Labour met with their representatives and with representatives of the hospital authorities. Both Ministers assured the nurses that justice would be done.

In Quebec, under the Collective Agreement Act, certain provisions in an agreement may be made legally binding by order in council on all employers and employees in an industry in a specified area. The provision of an agreement entered into by *l'Association des infirmières catholiques du diocèse de St.-Hyacinthe* and a hospital in that city have been legally extended to apply to all nurses in hospitals, sanatoria and convalescent homes in a region embracing the electoral districts of St. Hyacinthe, Iberville, Missisquoi, Richelieu and Rouville, the city of Granby and the town of Beloeil.

There is some tendency toward "group bargaining" which, if it continues, will lead to more uniform salaries throughout the province for nurses in hospitals where unions exist.\* Nurses' unions are already organized on a regional basis. In the eastern section of the province, the majority of larger hospitals are members of *l'Association patronale des services hospitaliers* (APSH), formed in 1944, which negotiates for a group of hospitals in a given region collective agreements with the representatives of the nurses' unions. The APSH represents 56 hospitals in the regions of Quebec City, Saguenay, lower St. Lawrence River, Nicolet and Trois-Rivières. In the diocese of St.

Hyacinthe, the hospitals negotiate jointly through a representative of a diocesan association which includes all religious institutions.

In Montreal the hospitals belonging to the Sisters of Providence are the only ones that negotiate collective agreements jointly with representatives of the nurses' unions. Most of the other hospitals in the Montreal area negotiate on an individual basis. These hospitals, however, are considering the possibility of forming an association for the purpose of joint negotiations or of joining the ranks of the APSH.

The policy of the ANPQ today is to assist nurses with collective bargaining. The *syndicats* bargain on the basis of the recommended salary schedule of the ANPQ, and the chairman of the labour relations committee of the Association attends the bargaining sessions. She is also a member of the parity committee set up by the Quebec Department of Labour to administer the terms of the decree under the Quebec Collective Agreement Act applying to nurses in the District of St. Hyacinthe.

The ANPQ continues to study ways and means, including possible methods for obtaining certification as bargaining agent for Quebec nurses, by which it may help its members obtain better salaries and working conditions. The Association is studying the British Columbia program of collective bargaining in order to assist it in arriving at a decision.

## THE SITUATION IN SASKATCHEWAN

The Saskatchewan Registered Nurses' Association, like the other provincial associations, makes periodic recommendations regarding salaries and other working conditions for nurses in the province. Generally speaking, these recommendations are observed in most private and municipal hospitals.

Nurses in the Saskatchewan Civil Service and in three provincial mental hospitals, in addition to belonging to the professional association, are also members of trade unions.

The Saskatchewan Trade Union Act, unlike the other provincial labour relations legislation and unlike the federal Act, includes employees of the Crown. The Act specifically provides that Her Majesty in right of the province of Saskatchewan is regarded as an employer within the meaning of the Act.†

\* "Tendances actuelles en regard des négociations sous le nouveau régime d'assurance-hospitalisation." *Les hôpitaux dans la province de Québec op. cit.* pp. 6566.

† Trade Union Act, RSS 1953 C. 259, S.2(6).

The Public Service Act of the province provides further that "Such members of the Executive Council as may be designated by the Lieutenant-Governor in Council for the purpose may . . . on behalf of the Crown enter into a collective bargaining agreement, within the meaning of the Trade Union Act, with a trade union representing a majority of employees in the public service which has been determined under the provisions of the said Act to be an appropriate unit for the purpose of bargaining collectively."\*

Under these provisions the National Union of Public Service Employees† and the United Civil Servants of Canada have negotiated an agreement with the Government of Saskatchewan covering employees in mental hospitals operated by the Government in three centres, North Battleford, Weyburn and Moose Jaw. This agreement

\* Public Service Act, RSS 1953, C. 7, S.59.

† The National Union of Public Service Employees and the National Union of Public Employees amalgamated in September 1963, becoming the Canadian Union of Public Employees.

is unlike others so far described in that it covers many types of hospital workers in addition to registered nurses.

About 200 nurses are covered, including ward supervisors, registered psychiatric nurses and "psychiatric nurse graduates."\* Head nurses are not covered. The nurses took no active part in the organization of the employees in the three hospitals but they did not oppose their inclusion in the bargaining unit.

Apart from nurses in the three provincial mental hospitals, the nurses employed by the Government of Saskatchewan belong, with other civil servants, to the Saskatchewan Government Employees' Association and are covered by a collective agreement between the Association and the Government.†

More than 200 registered nurses are covered by the agreement, the majority of whom are public health nurses employed

in Saskatchewan Health Regions. The agreement excludes from coverage the Director of Public Health Nursing and the Public Health Nursing Supervisors. The nurses generally take no active part in the Association. On occasion, however, representatives of the public health nurses have submitted briefs for pay adjustments to the Association Negotiating Committee and have served as members of a Committee on Pay Adjustments. The nurses have the right to strike but have never done so nor threatened to do so.

The Executive Secretary of the Association has stated, "The experience with collective bargaining of nurses, as with other professional employees in the Saskatchewan Government Employees' Association, has been a good one. The nurses appear to be satisfied and our rates of pay stand up very well with other provincial governments."

### NURSES EMPLOYED BY MUNICIPALITIES

In several of the larger centres across Canada, public health nurses and other nurses employed by the city are members of a trade union (a local of the Canadian Union of Public Employees) and their wages and working conditions are determined by collective agreements covering city employees generally. This is the case in Vancouver, Victoria, Burnaby, North Vancouver, Edmonton, Regina, Saskatoon, Winnipeg, Toronto, Ottawa, London and Montreal.

In Calgary, public health employees, including nurses, are organized separately from other city employees. The City Health Department Employees' Association includes both city public health nurses and school nurses as well as other employees in the health fields, such as dental assistants and hygienists, sanitary inspectors, food laboratory technicians and stenographers and clerks working in the city health department.

Apart from the health local in Calgary, public health nurses are only a small proportion of the wide variety of employees included in agreements negotiated with municipal governments.

The experience of collective bargaining of the nurses employed by the City of Toronto may be cited as typical of nurses

employed by a municipality whose employees are organized.‡

In the mid-1940's, the National Union of Public Employees organized the employees of the City of Toronto. There are two locals, one comprising outside workers, the other inside workers, the latter being the one to which nurses belong. The agreement at first provided for the Rand Formula, i.e., compulsory check-off of union dues from the wages of all employees under the agreement whether or not employees are union members. In 1947 this provision was replaced by a union shop provision, i.e., compulsory union membership. The agreement requires that all employees, including nurses, become members of the union within 110 days from the date of appointment.

The nurses belonging to the union have never taken any part in union activities. Some nursing staff have on occasion been actively hostile to the union. An example of this hostility occurred in 1956 when the Greenacres Home for the Aged was opened in Newmarket under the jurisdiction of the Municipality of Metropolitan Toronto. The nurses who accepted staff appointments at Greenacres were united in their strong desire not to join the union. Their own efforts to avoid union membership and the representations of the Association were unsuccessful. In April 1957 the nurses were advised by letter that they must complete the necessary documents and return them

\* A graduate of a 3-year diploma course, given only in Saskatchewan.

† Information for this section was provided by William Leonard, Executive Secretary of Saskatchewan Government Employees' Association.

‡ Information contained in brief of Registered Nurses' Association of Ontario to Ontario Government Select Committee on Labour Relations 1957.



within fourteen days, otherwise action would be taken for their dismissal from the service. As a result, six of those employed at April 15 left the staff, giving personal reasons or stating that they did not wish to join the union.

Nurses employed by the Municipality of Metropolitan Toronto obtain through the collective agreement approximately the same salary rates as are paid in the majority of hospitals in the Toronto area.

The collective bargaining experience of the nurses employed by the city has influenced the position of other public health nursing groups in the community. From the standpoint of the employer, however, there are obvious difficulties in dealing with

unions representing many different groups or classes of employees.\*

For example, the majority of hospitals in the Metropolitan Toronto area, paying approximately the same salary rates, grant nurses four weeks vacation after one year of service whereas the municipality grants the nurses in its employ only two weeks, the same length of vacation as for other municipal employees. Municipal councils are generally in favour of giving all municipal employees the same fringe benefits, and conciliation and arbitration boards are inclined to grant the fringe benefits currently provided in the trades rather than in the professions.

## THE POSITION OF OCCUPATIONAL HEALTH NURSES

Very few occupational health nurses, even among those working in highly organized industries, belong to a union. At an extension course for occupational health nurses held recently at the University of Toronto School of Nursing, nurses were told: "The nurse must remain neutral in any industrial relations controversy. Nurses are not experts in industrial relations, yet in service to the employees, in her communications with management and in her nursing intuition she learns to be astute in giving good nursing care, yet remain neutral in relationships which are outside her role as a nurse in industry."\*

## COLLECTIVE ACTION BY NURSES EMPLOYED BY THE FEDERAL CIVIL SERVICE

Recently a group of registered nurses within the Civil Service of Canada, by taking collective action, has had a measure of success in improving salaries for nurses in the employment of the Government of Canada.

The federal Government is the largest single employer of nurses in Canada. Approximately 2,400 registered nurses are required to staff DVA and other federal hospitals and health services. Only 5 per cent of these nurses are in senior administrative positions; the others are engaged chiefly in bedside nursing, public health or occupational health nursing or as head nurses in hospitals.

For several years there has been a Registered Nurses' Group within the Professional Institute of the Public Service of Canada. In keeping with the over-all ob-

jectives of the Institute, this group's primary purpose is "to ensure satisfactory employment conditions for its members while maintaining a high quality of nursing services within government employment."†

Leaders of this group had been concerned because of the number of vacancies and the rate of turn-over of nursing staff in government hospitals. The leaders of the group believed that this situation could be attributed to the low salaries that nurses were receiving. At the request of the Registered Nurses' Group, a Special Committee on the Status and Remuneration of Registered Nurses was set up in 1960 within the Professional Institute. The Committee consisted of two members of the Registered Nurses' Group and several members from the Economists and Statisticians' group of the Institute.

\* Mildred I. Walker, *What the Nurse Expects of the Doctor and Management in an Occupational Health Nursing Service*, Special Extension Course for Occupational Health Nurses, University of Toronto, November 13, 1961.

\* *Hospital Administration in Canada*, August 1961, page 18.

† "Status and Remuneration of Federally Employed Nurses," *Professional Public Service*, October 1961, p. 17.

Soon thereafter, the Civil Service Commission, with the assistance of a working party consisting of seven nurses from the Department of Veterans Affairs and National Health and Welfare drew up detailed specifications for each class of nurses in the employment of the federal Government and a scale of salary adjustments for the new classes. These were announced in May 1961. As a result there was a considerable increase in the salaries of nurses in the senior and administrative classes. The new

regulations also provided additional remuneration for specialty training to nurses in the lower grades.

In March 1963, officials of the Treasury Board invited the Professional Institute and other staff associations representing nurses within the federal Government to consult with them concerning nurses' salaries. Further increases in the salaries of all classes of federally employed nurses were announced September 1963.

## CONCLUSION

Although active support of programs of collective action among professional nurses has been slow in developing, it is clear that nurses are taking more initiative with respect to decisions regarding their salaries and working conditions than they did in the past. How far this initiative will result in the extension of collective bargaining within the profession in the future and what form such bargaining will take depends on many factors.

One of these factors is the extent to which new public awareness of the high responsibilities carried by the nursing profession will contribute to increasing nurses' salaries and improving their working conditions. The importance of health services in the community and the demand for health personnel have led to greater recognition of the role of the nursing profession. The provincial nurses associations report that the salaries paid by the larger hospitals and those in urban areas are generally in line with their recommendations. This trend, if it continues, may have some influence on the extent to which nurses will resort to collective bargaining.

On the other hand, these same developments are making nurses themselves more aware that dedication to service does not obviate their right to salaries and working conditions consistent with the importance of their contribution to the welfare of the community. Such consciousness might bind them together to demand more vigorously what they feel to be their legitimate rights. If such is the case, it appears likely that leadership might come from the nurses in the West, who have had the experience of collective bargaining, and from younger nurses, who have grown up in a world in which trade unions have an accepted role in the normal pattern of industrial relations.

All the provincial nurses associations have grown in membership, gained in experience and widened their range of activities to include the determination of conditions of service. The British Columbia experiment of collective bargaining through certification of the provincial association as

bargaining agent has been followed with deep interest by the other nine associations. Several have sent representatives to British Columbia to study the program at first hand.

The trade union movement, too, may have a part to play. As more non-professional workers in hospitals are becoming organized and obtaining better wages and working conditions through collective bargaining, it is possible that nurses may follow suit. Such developments seem to have been a factor in the organization of nurses in several hospitals of Quebec. On the other hand, there are nurses who feel that to identify themselves with the labour movement might detract from their professional status.

Hitherto, except in the province of Quebec, the labour movement in Canada has not been active in recruiting nurses to its ranks. More recently, however, the Canadian Labour Congress has set up a committee to determine ways and means of attracting various "white collar" groups to its membership. Whether it will be successful in developing a white collar psychology that will attract nurses in any number into its ranks remains an unresolved question.\*

It is apparent that in Canada collective action on the part of nurses to improve their salaries and working conditions is in a stage of experiment and change. At the same time such developments have their counterpart in many countries. In 1961 the International Council of Nurses† set up a section on economic welfare. Further, at the ICN Congress‡ held that year it was agreed that "economic rewards parallel status in most countries." The report of the Congress states, "the professional organization has a definite responsibility to look after the economic aspects of the nursing profession." Further it adds: "trade unionism has much to offer in experience and knowledge of collective bargaining, sometimes lacked by the professional association."

\* See *Canadian Labour*, published by the Canadian Labour Congress, Ottawa, October 1961, page 3.

† International Council of Nurses, 1 Dean Trench Street, London, England.

‡ ICN Congress, Economic Welfare Section, *International Nursing Review*, July-August, 1961, page 36.



# Canadian Railway Board of Adjustment No. 1 Has Gone Out of Existence, After 45 Years

*In operation since August 1918, joint board for arbitration of grievances lodged by unions of operating employees ceased to function February 29 after railways' notice of termination*

The Canadian Railway Board of Adjustment No. 1, which had been in operation since August 7, 1918 under an agreement between Canadian railways and six unions representing their operating employees, went out of existence on February 29 after notice of termination of the agreement had been given by the railways.

The Board, which was set up as a wartime measure during World War I, was patterned after the United States Railway Board of Adjustment No. 1, established in Washington on July 27, 1918. Its purpose, as stated in the original agreement, was "to avoid disputes or misunderstandings which would tend to lessen the efficiency of transportation service in Canada during the War."

On July 26, 1918, at the invitation of Senator G. D. Robertson, then acting Minister of Labour for Canada, a conference was held in Montreal between representatives of the Dominion Government, the Canadian Railway War Board, the railways of Canada, and the train service, telegraphers and trackmen's labour organizations on those railways. Some 43 representatives of the Canadian railways and 76 representatives of the railway employees' organizations attended this meeting, which was under the chairmanship of Senator Robertson.

The acting Minister explained that he had called the meeting to devise and put into effect a method of equitably adjusting disputes under the changed conditions of employment arising from the adoption by the Canadian railways of General Order No. 27\* of the Director General of the United States railways.

"The Government approves of the idea for one purpose only," Senator Robertson said, "and that is for the maintaining of

industrial peace on the railways, and to have the transportation of the country carried on without interruption."

The agreement between the railways and the employees that resulted from this meeting provided for the setting up of a board consisting of 12 members, six chosen and paid by the railway companies and six chosen and paid by the employees' organizations. The Board was to elect a chairman and a vice-chairman from among its members, and was to meet regularly at stated times each month, and to continue in session until all matters before it had been considered.

The Board was instructed to decide all matters of controversy arising from interpretation of wage agreements and other matters in dispute when these matters were properly submitted to it. Personal grievances arising out of the interpretation of wage agreements, and all other matters in dispute, were to be handled by general committees of the employees in the usual manner up to and including the chief operating officer of the railway.

If an agreement was not reached, the chairman of the general committee might refer the matter to the executive officer of the organization concerned, and if this officer approved of the contention of the employees' committee, he and the chief operating officer of the railway were to refer the matter to the Board of Adjustment. The Board was then "promptly" to hear and decide the case.

All decisions were to be approved by a majority vote of the Board, and if a majority vote could not be obtained, any six members of the Board might elect to refer the matter to a referee, who was to be chosen unanimously by the Board. If a referee could not be agreed upon, application was to be made to the Governor-General-in-Council for the appointment of a referee, whose decision was to be final.

All clerical and office expenses of the Board were to be borne equally by the Canadian Railway War Board and the labour organizations.

The agreement was to remain in effect for the period of the war and thereafter, unless terminated on 30 days' notice by

\* General Order No. 27 (the McAdoo Award), issued in the United States on May 25, 1918 by Director General of Railroads W. G. McAdoo, fixed the wages of American railway employees. It put into effect, with modifications, the recommendations of the Railroad Wage Commission that had been appointed by Director General McAdoo to study and report on wages and hours of work in railroad service. It established the basic eight-hour day as a basis for further wage adjustments, although it did not reduce the hours actually in effect at the time. It originally applied to 165 railroads (L.G., Vol. 18, p. 432).

the Canadian Railway War Board representing the railways, or by a majority of the executive officers of the organizations representing the employees.

The agreement was signed by the chairman of the Canadian Railway War Board as the representative of the companies, and by representatives of the following railway unions: Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, Order of Railroad Telegraphers, and International Brotherhood of Maintenance of Way Employees.

Each of the following companies appointed members to the Board: Canadian National Railways, Grand Trunk Railway System, and Canadian Pacific Railway Company. By the time the Board issued its first report in October 1920 the Canadian Railway War Board had become the Railway Association of Canada.

On April 15, 1921, the original agreement was superseded by another, the preamble to which stated that the parties were "guided by a desire to aid in the preservation of industrial peace in the Dominion of Canada." It differed little from the original agreement, two minor changes being that the tenure of office of the chairman and vice-chairman was to be one year, and that if the parties could not agree on the appointment of a referee, the Minister of Labour, instead of the Governor-in-Council, was to be asked to appoint one.

The same six unions signed the 1921 agreement, and an appendix listed the 11 railways represented by the Railway Association of Canada. These included the Canadian National Railways, the Canadian Pacific Railway, the Grand Trunk and the Grand Trunk Pacific Railways.

Like the previous one, the new agreement provided for its amendment or termination at any time on 30 days' notice by either party. But the agreement of April 15, 1921 remained in effect until February 29 this year.

Summaries of cases decided by the Board of Adjustment have been published in the *LABOUR GAZETTE* since the Board's establishment. The latest summary, of Case No. 823, appears in this issue, page 407.

On February 27, two days before the agreement terminated, the Minister of Labour said in the House of Commons in reply to a question: "This termination may have undesirable consequences if alternative procedures are not found, but I think the Railway Association of Canada is giving consideration to this question now."

The Industrial Relations and Disputes Investigation Act, applying to industries under federal jurisdiction, provides that every collective agreement shall contain a provision for the final settlement, without a work stoppage, by arbitration or otherwise, of disputes over the meaning or concerning a violation of the agreement.

On March 17, the Brotherhood of Locomotive Firemen and Enginemen, one of the unions affected by the termination of the Board of Adjustment, signed an agreement with the Canadian Pacific Railway Company by which the Board was replaced by a one-man arbitration procedure for final settlement of disputes after the usual grievance procedure had failed. The party requesting arbitration is to submit the names of three arbitrators, and if the other party does not accept any of them, the Minister of Labour is to be asked to appoint an arbitrator. It was reported that the union had signed a similar agreement with the Canadian National Railways.



# Submission to Federal Government, Canadian Construction Association

*Annual brief asserts that to impose increases in labour costs by enacting legislation affecting minimum wages, maximum hours, vacations and holidays will create economic hardships*

To impose an increase in labour costs over and above those set by collective bargaining by enacting legislation affecting a whole series of items simultaneously will create serious economic hardships, the Canadian Construction Association warned the federal Government in its annual submission, presented this year on April 13.

The CCA was referring to the announced intention of the Government to establish labour standards for industries under federal jurisdiction affecting minimum wages, maximum hours, vacation pay and statutory holidays (L.G., Apr., p. 267).

The Association said that it viewed the proposed changes with "considerable concern" and suggested that before such changes were made, sufficient notice should be given to allow for the statutory increases in labour costs to be given "due consideration in employer-employee negotiations."

Moreover, such standards should be set, as is the case in most provinces, by tripartite boards. This practice facilitates broad consultations and flexibility. Full attention should be given to the conditions in the various regions of Canada and the effect such legislation will have on provincial statutes and economies.

## Fair Wage Schedules

Conflicts with collective agreements or provincial legislation should be avoided in setting working conditions for employees of contractors working on federal Government projects and for prevailing rate employees of the Government, the Association said.

"The construction industry has had long experience with the disruptive effect of the federal Fair Wages and Hours of Labour Act" when it led to such conflict, it added. The main need at present regarding the Act was for more flexibility in the application of the limitations on daily hours of work.

Industry conditions related to weather and topography are such that statutory daily limits should be eliminated entirely. Such a step would equally benefit labour, contractors and taxpayers. Employees would have a greatly improved opportunity to earn a steadier and larger income. Costly delays could be caught up with without penalty within the hours of work limitations based on a period of a week or more.

Alberta's statutory limit for roadbuilding of 208 hours in a four-week period and the limit of 120 hours in a two-week period set by the Manitoba Fair Wage Act were cited

as examples of this desirable flexibility. "Unions have accepted these provisions and readily incorporated them in collective agreements," the CCA said.

It also urged that care be taken to avoid disruptive effects in the introduction of collective bargaining for prevailing rate employees in the public service, many of whom were in the construction trades. "In the past, these personnel have followed the wage patterns locally established by collective bargaining in our industry. It is most desirable that this practice be maintained in order that conflicts will continue to be avoided."

## Unemployment Insurance

The brief urged the amendment of the Unemployment Insurance Act to prevent the "now still possible misuse" of the Unemployment Insurance Fund as a union "strike fund." It urged also that special care should be taken in transferring the National Employment Service to the Department of Labour.

It drew attention to the recommendation of the Gill Committee report that the cost of seasonal benefits should be borne by the Consolidated Revenue Fund.

## Training Programs

The brief commended the Government for giving additional financial support to a number of training programs during 1963. The help being given by the Department of Labour in the preparation of an outline for the training of construction superintendents, and the revising of the Department's booklet, *Careers in Construction*, were mentioned with special appreciation.

The Association has come to the conclusion that the effective promotion of apprenticeship training in the construction industry requires a system of compulsory tradesmen's qualifications. The possibility of promoting this view in joint labour-management briefs to the various provinces is now being explored.

The high degree of mobility in the construction labour force places additional importance on the establishment of national trade standards. It is hoped that the present series may be expanded before long to include all construction trades not yet covered.

Finally, the Association would warn against any extensive attempts to include "designated" construction trades in short-term programs for the training of the unemployed unless they are in the form of upgrading courses for construction tradesmen.

## Labour Research

Regarding labour research, the CCA deplored the lack of "depth studies" of employment. The main obstacle to such work was doubtless the shortage of persons qualified to undertake it; and the Association reiterated its earlier recommendations that more labour economists should be recruited or obtained on loan, that "tangible encouragement" should be given to the training of such people, that the number of labour attaches should be increased, and that maximum use of those already at

work should be obtained by greater co-ordination between the Economic Council of Canada, the Departments of Trade and Commerce, Labour, Industry, and Finance, and the Dominion Bureau of Statistics and the provincial governments.

## Canada Pension Plan

The Association repeated the suggestion made in its previous interview with the federal Cabinet that the Canada Pension Plan should provide for the protection of existing negotiated pension plans.

# Industrial Fatalities in Canada, 1963

*Fatalities from industrial accidents during 1963 numbered 1,147, early reports show. Revised total for 1962 was 1,135*

Up to the end of March, the Department of Labour had received reports on a total of 1,147 industrial fatalities\* that occurred in Canada during 1963. The revised total for 1962 was 1,135, or approximately 7 per cent higher than the preliminary total for that year reported in the previous annual review (L.G., May 1963, p. 371).

Of the 1,147 fatalities in 1963, 887 were reported by the provincial Workmen's Compensation Boards and the Board of Transport Commissioners. Information on the remaining 260 fatalities was obtained from other sources.

The preliminary fatality rate (number of fatalities per 10,000 workers employed) was 1.8 in 1963. Fatality rates for the past five years were:

Year	Fatalities	Workers employed (000)	Rate
1959	1,326	5,856	2.3
1960	1,134	5,955	1.9
1961	1,086	6,049	1.8
1962	1,135	6,217	1.8
1963	1,147	6,364	1.8

For 1963, preliminary fatality rates by industry were as follows (figures for 1962 in parentheses): agriculture 0.8 (0.9); logging 14.8 (17.2); fishing and trapping 13.1 (5.2); mining and quarrying 21.0 (18.6); manufacturing 1.2 (1.4); construction 4.9 (4.8); transportation, storage and communication 3.7 (3.7); public utilities 3.2 (5.6); trade 0.5 (0.6); finance 0.4 (0.8); service 0.7 (0.6).

## Multi-Fatality Accidents

During 1963 there were 12 multi-fatality accidents that in each case brought death to three or more workmen. In total they resulted in fatal injuries to 52 persons.

\* See Tables H-1 to H-4, pages 448 to 455.

Twenty of these were drowned in five accidents on seas or rivers. On February 20, three members of the crew of the *Janet Irene* died when the fishing vessel sank during a storm while en route from Shelburne to her home at Liverpool, N.S. Three fishermen were lost on March 12, some 20 miles southwest of Prince Rupert, B.C., after they abandoned their fishing vessel *Ingrid H.* On April 9, four fishermen were drowned when the Louisburg, N.S., fishing vessel *Elizabeth and Leonard* disappeared during a storm in the Gulf of St. Lawrence. On December 8, four sailors went down with their ship, the *Fort Albany*, after a collision in thick fog with the Norwegian freighter *Procyon* five miles west of Sorel, Que. On December 20, six seamen aboard the 175-ton Newfoundland coastal freighter *Mary Pauline* were lost when the vessel sank between Nova Scotia and Newfoundland.

Eighteen persons were killed in four aircraft accidents. On February 25, four men of a CBC television crew that was photographing an elk herd, and the pilot, died in the wreckage of a light aircraft that crashed 18 miles west of Claresholm, Alta. On June 7, three men were killed when their aircraft crashed near Princeton, B.C. Four RCMP officers died on July 13 when a float-equipped aircraft crashed and burned on the outskirts of Carmack, Y.T. On November 29, seven crew members were killed in the TCA DC-8 crash northwest of Montreal, Que.

Eleven persons died in explosions in two different plants. On January 23, four workmen were killed when a coke oven exploded at the Algoma Steel Corporation plant, Sault Ste. Marie, Ont. On August 18, seven employees died when a boiler and furnace exploded at a pulp and paper mill in Wood-fibre, B.C.



The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the year under review is usually greater than indicated in the annual article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

Finally, on April 6, three firemen were crushed to death, or died later of injuries received, when a burned-out building in Montreal collapsed on them.

### Classification by Cause

Of the 1,147 fatalities in 1963, 263 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group 55 fatalities were caused by falling trees or limbs. Landslides or cave-ins caused 41; materials falling from stockpiles and loads, 39; and automobiles and trucks, 18. Most of these accidents occurred in the logging or construction industries.

In the classification "collisions, derailments, wrecks, etc." 252 fatalities were recorded. Within this group 128 involved automobiles and trucks, 50 aircraft, 32 trains, and 27 tractors and loadmobiles.

There were 240 fatalities caused by "falls and slips"; of these 205 were the result of falls to different levels. Within this group 59 fatalities were caused by falls into rivers, lakes, sea or harbours, 33 by falls from buildings, roofs and towers, 23 by falls from scaffolds and stagings; and 17 by falls into shafts, pits, excavations etc. Most of these accidents occurred in the transportation, storage and communication, fishing and trapping or construction industries.

Among Canada's provinces, Ontario had the largest number of fatalities, 387. Of these, 87 occurred in manufacturing, 70 in construction, 51 in transportation, storage and communication, and 47 in mining and quarrying.

British Columbia followed with 229 fatalities, of which 50 occurred in logging, 37 in manufacturing, 34 each in mining and quarrying and in construction, and 30 in the service industry.

In Quebec 203 fatalities were recorded. These included 51 in construction, 44 in transportation, storage and communication, and 35 in manufacturing.

During 1963, the greatest number of fatalities occurred in the construction industry, in which there were 221 deaths. In manufacturing 200 fatalities were recorded, and transportation, storage and communication accounted for 168. Fatalities in mining and quarrying numbered 151 during the year, and in the service industry there were 123 fatalities.

Quarterly reviews of industrial fatalities were published in the July 1963 issue, p. 596; October 1963 issue, p. 884; January 1964 issue, p. 28; and April 1964 issue, p. 273.

Table H-5, on p. 456 of this issue, shows the number of industrial injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces over the past five years.

The Ontario Industrial Accident Prevention Associations report a sharp increase in industrial injuries during 1963. The number of compensation cases reported to the Associations during 1963 was 32,388, compared with 26,104 for 1962. Most injuries resulted from equipment being handled by the worker, machines in operation, and falls on level working surfaces.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> (a)..... (000)	April	6,763	+ 0.5	+ 3.1
Employed..... (000)	April	6,360	+ 1.4	+ 4.3
Agriculture..... (000)	April	596	+ 7.0	- 2.3
Non-agriculture..... (000)	April	5,764	+ 0.8	+ 5.0
Paid workers..... (000)	April	5,236	+ 0.8	+ 5.1
At work 35 hours or more..... (000)	April	5,424	+ 1.9	+15.2
At work less than 35 hours..... (000)	April	779	- 0.4	-28.5
Employed but not at work..... (000)	April	157	- 6.6	-47.1
Unemployed..... (000)	April	403	-11.6	-12.8
Atlantic..... (000)	April	72	- 5.3	-12.2
Quebec..... (000)	April	156	- 8.8	-14.3
Ontario..... (000)	April	89	-15.2	-17.6
Prairie..... (000)	April	53	-10.2	+ 6.0
Pacific..... (000)	April	33	-26.7	-17.5
Without work and seeking work..... (000)	April	380	-10.8	-13.6
On temporary layoff up to 30 days..... (000)	April	23	-23.3	+ 4.5
<i>Industrial employment</i> (1949=100).....	February	123.0	- 0.3	+ 4.9
Manufacturing employment (1949=100).....	February	117.6	+ 0.5	+ 4.8
<i>Immigration</i> .....	Yr. 1963	93,151	—	+24.9
Destined to the labour force.....	Yr. 1963	45,866	—	+24.8
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	April	41	-18.0	- 2.4
No. of workers involved.....	April	8,617	+20.7	+ 0.6
Duration in man days.....	April	88,900	- 3.8	+88.4
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	February	\$85.72	+ 0.7	+ 3.4
Average hourly earnings (mfg.).....	February	\$1.99	0.0	+ 3.1
Average hours worked per week (mfg.).....	February	41.2	0.0	+ 1.2
Average weekly wages (mfg.).....	February	\$82.01	0.0	+ 4.5
Consumer price index (1949=100).....	April	135.0	+ 0.3	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100).....	February	146.0	0.0	+ 2.6
Total labour income.....\$000,000.	February	1,824	+ 0.4	+ 8.7
<i>Industrial Production</i>				
Total (average 1949=100).....	March	208.9	- 0.9	+ 8.8
Manufacturing.....	March	185.0	+ 0.1	+ 9.2
Durables.....	March	192.3	+ 0.5	+12.7
Non-durables.....	March	178.7	- 0.3	+ 6.1
<i>New Residential Construction</i> (b)				
Starts.....	April	8,340	+51.0	+ 2.5
Completions.....	April	12,273	-44.2	+58.3
Under construction.....	April	58,540	-10.9	+ 5.9

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



# Manpower Situation, First Quarter, 1964

In the first quarter of 1964, the Canadian economy showed a further strong advance. As in the two preceding quarters, output and employment increased sharply, discounting seasonal variations. The factory work week, at 41.2 hours in February, was maintained at the high plateau reached last October.

One of the more striking features of the current business upturn is the breadth of the expansion. All of the major industrial divisions have contributed to the advances in output and employment, and in such key industries as manufacturing the gains have been widespread. Regionally, the job picture brightened most noticeably over the quarter in Ontario and Quebec. Smaller employment gains, seasonally adjusted, occurred in the other three regions.

The expansion, which got under way some 38 months ago, has already lasted longer than any of the business upturns since the Korean War. Equally important, there has been a noticeable pickup in the tempo in recent months. Since the cyclical trough three years ago, the index of industrial production has increased by 26 per cent; about one third of the advance has taken place since the middle of 1963.

Employment (seasonally adjusted) increased by 4.8 per cent since the middle of 1963. Over the past 38 months, the increase in employment amounted to 10.7 per cent.

Most of the indicators that tend to foreshadow coming events have shown continuing strength during recent months. This was especially true of new orders in manufacturing, which have been running well ahead of last year. Contract awards were higher, in value, in the first quarter of 1964 than in the same quarter of any previous year. In the business sector, construction contract awards were about one fourth higher, in value, than in the same quarter last year.

This year's capital investment program is expected to exert an important expansionary influence on the economy. The investment outlook, as compiled by the Dominion Bureau of Statistics and the Department of Trade and Commerce, indicates planned outlays amounting to \$10.1 billion. This level of spending—anticipated to be 8 per cent higher than last year—is the largest increase since 1957.

Despite the strong performance of the economy during the past year, and almost three years of continuous employment expansion, evidence of idle labour resources still persists. The seasonally adjusted unemployment rate in March was 4.6 per cent. Although this is a sharp decrease from the beginning of 1963, when the rate stood at 5.9 per cent, it is still considerably higher than in the early 1950's, when labour shortages became widespread.

The increase in employment during the opening quarter of this year amounted to 1.5 per cent. This was the third consecutive quarter in which an increase of this order was recorded.

The upward trend in employment has helped to boost the annual rate of labour income. Personal disposable income has increased substantially over the year, providing a solid backing for the rise in consumer expenditures. Retail sales in the January-February period were some 11 per cent higher than in the same two months of last year.

## Employment

Employment in the first quarter of 1964 averaged 285,000 higher than in the corresponding period last year. This gain of 4.8 per cent represents a substantially faster rate of advance than in any recent year. Almost all of the increase was in non-farm industries.

The largest advance, in both relative and actual terms, was in manufacturing. Total manufacturing employment was up over the year by an estimated 100,000, a gain well above the advance for any previous year since World War II. The service and trade industries together accounted for an increase of some 150,000, approximately one half of the entire advance. In the remaining industries, employment levels were much the same as in the early part of 1963.

The employment expansion in manufacturing picked up considerable momentum during the past few months. More than two thirds of the over-the-year increase took place in the fall and winter months. During the first year of the upturn, manufacturing employment increased by some 70,000, and in the following 12 months, by some 35,000.

Judged by the two previous expansions, the record for the current one is very impressive. In the 1954-1957 capital spending boom, manufacturing employment advanced

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The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

by some 180,000, and in the short-lived 1958-1960 upswing, it increased by approximately 50,000. In the current (1961-64) expansion, the net gain has been in excess of 200,000, and almost all indicators point to continuing improvement in the months ahead.

Almost all parts of manufacturing have contributed to the recent advances in output and employment. Durable goods industries continued to show the most marked improvement. Above-average increases were recorded in wood products, iron and steel and transportation equipment. The motor vehicle and motor vehicle accessories industries experienced large staff increases during a period in which they usually show little change. Compared with a year ago, employment in the motor vehicle and parts industries was up by one fifth.

Although the automotive industry continued to be the pace-setter, other parts of transportation equipment have shared in the improvement. Above-average gains were reported in aircraft, railroad and rolling stock equipment, and shipbuilding and repairing. In non-durable goods industries, activity increased most noticeably in rubber, textiles and clothing.

After having contributed little to the employment expansion during much of last year, during recent months the construction industry has been very active for the season. Housing construction has shown a marked increase as a result of special government measures to stimulate the housing market. In the first quarter of 1964, housing starts were up over the same time last year by some 39 per cent. Activity in non-residential construction (allowing for seasonal movements) has been rising more slowly than had been expected. In each major category of non-residential construction, the value of contracts awarded has been running well above last year, but there has been little evidence as yet of any noticeable strengthening of construction employment in this sector.

## Railway Workers Considering Co-operative Housing Project

Railway employees in Toronto are studying the feasibility of a large co-operative housing project. It would provide housing for Canadian National Railways employees who are to be dislocated by reorganization of CNR operations in Toronto and the opening of a multi-million dollar hump yard miles from the city and the workers' present housing.

Last month 20 delegates of locals of the Canadian Brotherhood of Railway, Transport and General Workers (CLC) attended a co-operative housing seminar in Toronto as a result of which, the possibility of a major project is to be given close study.

Speakers at the seminar included Dr. A. F. Laidlaw, national secretary of the Co-operative Union of Canada, and James MacDonald, secretary of the National Labour-Cooperative Committee.

Employment in the service-producing industries continued to increase during the early part of 1964, though at a considerably slower pace than in earlier months. As indicated above, the most noticeable strengthening during the quarter has been in manufacturing. The improvement in this industry has caused a strong advance in the number of employed men.

Reports from across the country indicate that shortages of particular skills are becoming more pronounced. Among the skills most frequently in short supply were machinists, machine operators, tool makers, fitters, welders, moulders and sheetmetal workers. There were also outstanding shortages in such occupations as auto mechanics and bodymen, maintenance mechanics, sewing machine operators, spinners and weavers, and loom fixers. Among the areas that reported outstanding job vacancies for a variety of skills were Toronto, Montreal, Oshawa, Peterborough, Kitchener, St. Thomas, London, Sherbrooke and Joliette.

## Unemployment

Unemployment (seasonally adjusted) declined noticeably in the period under review. The unemployment rate, seasonally adjusted, has been falling steadily since last summer. In March it was 4.6 per cent, down sharply from last summer, when it was 5.9 per cent.

In the first quarter of 1964, unemployment averaged 82,000 lower than in the same quarter of 1963. Most of the decline was among men, and there were 54,000 fewer married men unemployed than a year earlier.

Unemployment rates were lower than in the first quarter of 1963 in all regions. The unemployed as a percentage of the labour force remained substantially lower in Ontario and the Prairie region than the Canadian average.



# Regional Manpower Situation

## ATLANTIC

In the Atlantic region, employment edged up slightly during the first quarter of this year, after discounting for seasonal factors. In March, employment in the region was estimated at 508,00, an increase of 17,000 from the year before. The relatively slow rate of advance during the quarter was a continuation of a trend that was in evidence during much of last year.

Manufacturing employment has shown signs of strengthening since the turn of the year, after remaining on a high plateau during the latter part of 1963. Increased activity was apparent in the shipbuilding and iron and steel products industries. Railway rolling stock, a persistent source of weakness during recent years, is the only manufacturing industry that has failed, so far, to share in the current business upturn. Indications point to some improvement in this industry, however, as the major railways have announced increased requirements of rolling stock equipment.

The Sydney Steel Works has been considerably busier than at the same time last year. Over the year, there was a substantial increase in export sales of billets and rails. Export business accounted for approximately one fourth of total sales in 1963.

Employment in coal mining continued to be well maintained; all major collieries were operating on a full-time basis. Activity in metal mining has declined during recent months as a result of curtailed production of iron ore at the Bell Island mines. Forestry employment showed a larger-than-seasonal increase during the quarter and was substantially higher than last year.

Construction employment (seasonally adjusted) has edged up slightly during recent months after remaining at a relatively low level during much of last year. The

winter house-building program was less effective in stimulating activity in this region than in other parts of the country. As a result, total construction employment in the region showed little improvement from last year.

Present indications point to a more-than-seasonal pick-up in construction activity this summer. The investment survey conducted at the beginning of the year indicates a rise of 7 per cent in new capital investment expenditures in the Atlantic provinces during 1964.

New Brunswick is expected to show the largest increase. Substantial additions are being made to the province's productive capacity, and total capital expenditures are expected to rise by 22 per cent over those in 1963. Figuring prominently in this year's capital investment program are such large projects as the continuation of construction on the New Rothesay Paper Corporation mill near Saint John and the development of the base metal complex in the Bathurst area.

In the service-producing industries, employment developments during the first quarter of 1964 were mainly seasonal. As in the previous quarter, there were small year-to-year gains in services and trade.

Unemployment in the Atlantic region during the first quarter of 1964 averaged 74,000, or 12.8 per cent of the labour force. In the first quarter of 1963, the unemployment rate was 15.0 per cent; in 1962 it was 15.9 per cent.

In March, the classification of the 21 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus 19 (20); in moderate surplus 2 (1).

## QUEBEC

In the Quebec region, the underlying employment trend continued to rise during the early part of 1964. The gain during the first quarter, after seasonal adjustment, amounted to 2.0 per cent, the sharpest rate of advance registered so far during the current business upturn. This was the third consecutive quarter in which the economy of the region showed a marked improvement.

Estimated employment in the first three months of 1964 averaged 1,733,000. This represents a gain of 102,000, or 6.2 per cent, over the first quarter of 1963. Virtually all of the advance has taken place since mid-summer.

Unemployment, seasonally adjusted, has shown a noticeable decrease during recent months, reaching the lowest level for the season in the past seven years.

Employment in manufacturing continued to increase from the high levels reached in 1963. Sharing in the improvement were pulp and paper, food and beverages, rubber and leather products and transportation equipment. In textiles and clothing, production and employment showed little change from the high levels recorded in the closing quarters of last year. The paper products industry has been experiencing a remarkably good year. In the first two months of 1964,

production of paperboard was up over the year by some 19 per cent. Over the same period, production of wood pulp and fine paper increased by 14 per cent and 13 per cent respectively.

Construction activities throughout the region were generally higher than a year ago. Residential construction was maintained at a very high level, a major stimulus being provided by the winter house-building incentive program. In the first two months of 1964, housing starts were 55 per cent higher than in the corresponding period last year.

Non-residential construction showed a somewhat larger-than-seasonal decrease during the winter but prospects for the year ahead are generally encouraging. Investment plans, as indicated at the beginning of the year, call for sharply increased outlays for utilities and social capital.

The service-producing industries continued to expand during the first quarter of 1964 and sizable gains were recorded by all major components. The transportation industry has been busier than at any time in recent years, and there has been no indication as yet of a slowdown in the months ahead. Bookings have been good and freight car loadings have been steady.

## ONTARIO

The favourable economic environment that prevailed in the last half of 1963 continued into 1964. Seasonally adjusted, employment increased by 1.4 per cent during the first quarter of this year.

Since the current expansion began three years ago, total employment in the region has increased by 8.8 per cent. The largest gains occurred in manufacturing, service, forestry and trade. The only noticeable decline over the period was in mining, in which employment decreased by 15 per cent.

During the first quarter, the main strengthening was in manufacturing, construction, trade and finance. Some improvement was reported also in mining.

Better-than-seasonal employment gains were reported in most sectors of manufacturing during the first quarter of 1964 as the volume of retail sales, new construction and unfilled domestic and export orders combined to raise the demand for finished and semi-finished goods. Both durable and non-durable goods industries shared in the increase.

The construction, automotive, sheet metal and tube industries have been placing heavy orders with primary steel producers. As a result, steel delivery dates have been lengthening and the steel-consuming industries have been on virtual allocation.

Employment advances in trade have accompanied an upward trend in sales.

Employment developments in mining have been mainly seasonal. With the usual stockpiling taking place, some temporary layoffs occurred in the smaller mines. In base metals and gold mining, output and employment remained steady, with little labour turnover. The primary aluminum industry had a good year in 1963: production was 10 per cent higher than a year earlier and showed a further increase during the first quarter of 1964.

With newsprint and craft mills operating close to capacity and orders for furniture increasing, forestry operations have been very active. Even though the industry has become increasingly mechanized, forestry employment reached the highest level for the period in the past three years.

Unemployment in the first quarter of 1964 averaged 173,000, or 9.1 per cent of the labour force. In the first quarter of 1963, it was 10.7 per cent, the same as it averaged in 1962.

In March, the classification of the 24 labour market areas in Quebec (last year's figures in brackets) was as follows: in moderate surplus 7 (1); in substantial surplus 17 (23).

Exports remained strong and steel mills operated above rated capacity. The employment picture was particularly bright during the quarter in primary steel mills, foundries and sheet metal shops.

In the transportation equipment industry, employment in the first quarter of 1964 was some 17 per cent higher than the year before. The largest gains were in the automotive and automotive parts industries.

The trend in new car sales continued to rise, and measures that were introduced to encourage greater domestic production of automobiles and parts has resulted in an increase in exports.

There was also a substantial over-the-year increase in aircraft employment. Aircraft plants were busy on U.S. orders for the Caribou aircraft and on production engineering work in connection with the DC 9.

Sawmills, furniture and other woodworking plants operated at much higher levels than usual for the time of year. Pulp and paper mills were also expanding their operations. Employment in textile factories continued to rise during the quarter. An upward trend in this industry was due to increased production of synthetic textiles and to some replacement of imported products by domestic goods. The over-all domestic demand



for primary textiles continued to expand during the quarter.

In the construction industry, employment was higher in the first quarter of 1964 than in any comparable period in the past three years. Much of the improvement was associated with the incentive stimulus to house-building. In non-residential construction, the commercial sector appeared to be more active than a year ago, but the volume of engineering construction was down over the year. Little change appears to have taken place in the volume of industrial and institutional construction.

In the quarter under review, employment changes followed the customary seasonal patterns in both forestry and agriculture. In mining, the employment picture brightened during the quarter with the recall of several hundred nickel workers. Reflecting the continuing high level of business activity in the country as a whole, employment in the transportation industry declined less than seasonally during the quarter.

## PRAIRIE

In the Prairie region, the basic employment trend remained firm during the first quarter of 1964, after showing a strong advance during the closing quarter of 1963. Construction, manufacturing, public utilities, trade and transportation remained very active for the season.

Since the current expansion got under way three years ago, total employment in the region has increased by 7.9 per cent. The March estimate of 1,063,000 was 22,000 higher than a year earlier.

Farm employment declined during the first quarter of 1964, but remained high for the time of year. There were shortages of experienced dairy hands and stockmen. Soil conditions appeared promising, March snowstorms providing adequate moisture for spring seeding. The acreage to be seeded was expected to be somewhat greater than in 1963.

Employment in the construction industry was at an all-time high for the winter months. Compared with a year ago, there were gains in residential, industrial and engineering construction. Pipelines, hydro dams and a chemical plant were among the major projects that were under way during the quarter.

An underlying current of expansion was apparent during the quarter in manufacturing though the improvement was less marked than in construction. In most sectors, seasonal layoffs either failed to take place or were on a reduced scale. The volume of winter activity was particularly high among fabricators of iron and steel and

The cyclical and secular rise of trade, finance and service employment continued during the first quarter of 1964. Wholesale and retail trade was still expanding, and banks and finance companies indicated a continuing demand for small loans for automobile purchases and home improvements. To meet the demand, additional branches of banks and credit institutions were opening up throughout Ontario. The employment expansion in services was widespread as increases took place in personal, business, community and government services.

Unemployment increased less than seasonally in the quarter: it averaged 113,000, or 4.6 per cent of the labour force, compared with 134,000, or 5.6 per cent of the labour force, a year earlier. In March, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in balance 7 (2); in moderate surplus 23 (20); in substantial labour surplus 4 (12).

non-metallic mineral products. Activity was well maintained in the wood, paper, and food products industries. Among the skills reported to be in short supply were sheet-metal workers, machinists, welders, tannery workers and sewing machine operators.

In mining, the employment picture showed little change for the second consecutive quarter. Oil, natural gas and metallurgical coal and potash were being produced in greater volume than last year. Some shaft sinking and rebuilding programs were under way in potash mines during the quarter under review. Coal mines producing for the domestic market curtailed their operations in March.

With grain shipments to the West Coast continuing at a brisk pace, elevators and railroads were quite active during the quarter. Communication systems and public utilities operated with the largest work force on record for the time of year.

Reflecting the high levels of personal disposable income in the Prairies after the record wheat crop and sales of the last year, retail trade continued to rise. Retail sales in the January-February period were 15 per cent higher than a year earlier. Farm machinery, motor vehicles, building materials, furniture and appliances, clothing and jewellery registered substantial gains. After a period of relative stability, employment in trade establishments increased for the third consecutive quarter.

Unemployment in the Prairie region increased seasonally in the first quarter of

1964, when it averaged 56,000, or 5.0 per cent of the labour force, compared with 71,000, or 6.5 per cent of the labour force, a year earlier.

In March, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus 12 (9); in substantial labour surplus 7 (10).

## PACIFIC

The upward trend that was characteristic of employment in the Pacific region during 1963 gained momentum during the first quarter of 1964. Total employment (seasonally adjusted) increased by 2.0 per cent between the fourth quarter of 1963 and the first quarter of 1964. The increase in unemployment was about normal for the period.

Over the three-year expansionary period that began in the first quarter of 1961, total employment in the region increased by 15 per cent. This represents an increase of some 75,000 new jobs. In March, employment was estimated at 581,000, some 30,000 higher than a year earlier.

Manufacturing and construction continued to the most expansive segments of the economy of the region. Output in manufacturing in the first quarter of 1964 was noticeably higher than in the corresponding period in 1963. The wood products industry has been a major source of strength. Smaller gains occurred during recent months in the steel and paper products industries. Export demand for wood products strengthened

during the past year, giving rise to a substantial increase in output. Steel fabricating plants have maintained a high level of activity during recent months. In the steel and wood products industries alike, shortages of qualified workers were reported.

The high level of economic activity in the goods-producing industries has aided the service industries, particularly transportation. Employment in transportation, storage and communications increased by 4.7 per cent during the past year. Shipments for the current year from British Columbia ports were up over the same time in 1963 by some 26½ million bushels. The volume of general cargo moving in and out of the various ports was reported to be above average.

During the first quarter of 1964, unemployment in the region averaged 46,000, or 7.5 per cent of the labour force. In the first quarter of 1963, it averaged 54,000, or 9.0 per cent of the labour force. In March, the 11 labour market areas in the region (last year's figures in brackets) were classified as follows: in moderate surplus 3 (5); in substantial surplus 8 (6).

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In 1962-63, a total of 6,858 Canadians were enrolled in undergraduate and postgraduate courses at universities and colleges in the United States, an increase of nearly 40 per cent since 1956-57. Enrolment in Canadian universities totalled 141,388.

These statistics come from a *Survey of Canadians Enrolled at American Universities and Colleges, 1962-63*, just published by the Economics and Research Branch of the Department of Labour as Professional Manpower Bulletin No. 4.

While the number of Canadian students at U.S. universities and colleges increased by 40 per cent in the seven-year period from 1956-57 to 1962-63, enrolment in Canadian universities expanded by 80 per cent. The increase in Canadian students in the United States was from 4,947 to 6,858; in Canada enrolment rose from 78,504 to 141,388.

Although their percentage is declining annually, a high proportion of Canadian students do their postgraduate work in the United States. In 1962-63, there were 2,519 Canadian postgraduate students at American universities; in Canada, there were 8,436 postgraduate students, including foreign citizens.

A majority of the Canadians who were studying in the United States reported that they were influenced to attend an American university by financial or scholastic reasons, e.g., larger and more readily obtainable scholarships and assistantships, a wider choice of specialized courses, and better facilities for advanced study.

Among undergraduates, the proportion of students in the United States was much smaller. There were 4,339 undergraduate Canadian students at American universities and colleges in 1962-63, and 132,952 in higher institutions in Canada.

The survey revealed that lack of qualifications for admission to a Canadian university was the principal reason for studying in the United States. Some students had moved to the United States permanently, others preferred to study in a college of their own faith and none was available in Canada, and in some cases there was no Canadian university close to their home.

A breakdown by course of registrations of Canadians at American universities shows: humanities, 1,515; social sciences, 1,086; natural sciences, 971; engineering, 831; business, 722; education, 713; health sciences, 568; and others, 452.



# Employment and Unemployment, April

An estimated 6,360,000 persons were employed in April, an increase of 87,000 from March. The advance, following an unusually large increase between February and March, was somewhat below average for the month.

Unemployment declined by 53,000 to 403,000, which was a drop of 53,000 from March, and of 59,000 from April 1963.

The estimated labour force, at 6,763,000 in April, was 204,000 more than a year earlier. Employment was 263,000 higher and unemployment 59,000 lower than in April 1963.

## Employment

The greater part of the month's employment gain was in outdoor activities. Almost one half of the increase was in agriculture.

In non-farm industries, total employment showed a somewhat smaller-than-seasonal improvement. The spring advance in construction employment was not as marked as in previous years because employment was already at a relatively high level as a result of government measures to maintain housebuilding activity during the winter.

Non-farm employment was up over April 1963 by 277,000, or 5.0 per cent. The largest year-to-year gains were in manufacturing, service and trade. In all other non-farm

industries, employment levels were either unchanged or slightly higher than in the previous year.

The employment expansion in services has been mainly in community and personal services.

Employment was considerably higher than a year ago in all regions except the Prairies, where it showed little change. The increases ranged from 4.3 per cent in Ontario to 6.2 per cent in British Columbia.

## Unemployment

Unemployment, at 403,000, was 53,000 below March and 59,000 fewer than in April 1963. Of the 403,000 unemployed, 345,000 were men and 58,000 were women.

Of the unemployed, some 218,000, or about 55 per cent of the total, had been unemployed for three months or less. An estimated 123,000 had been seeking work for four to six months, and 62,000 for seven months or more.

Unemployment in April represented 6.0 per cent of the labour force, compared with 6.8 per cent in March, 7.0 per cent in April 1963 and 7.5 per cent in April 1962.

Seasonally adjusted, the April unemployment rate was 4.7 per cent; in March it was 4.6 per cent, and in April 1963 it was 5.5 per cent.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1964	April 1963	April 1964	April 1963	April 1964	April 1963	April 1964	April 1963
Metropolitan .....	4	6	8	6	.....	.....	.....	.....
Major Industrial .....	12	13	11	10	3	3	.....	.....
Major Agricultural .....	3	5	10	9	1	.....	.....	.....
Minor .....	27	29	20	20	10	8	.....	.....
Total .....	46	53	49	45	14	11	.....	.....

## U.S. Employment in April

Employment in the United States rose 1,360,000 from March to April, reaching 69,877,000, the U.S. Department of Labor reports. The rise was about 750,000 more than expected for the month, according to officials of the Bureau of Labor Statistics, and has been surpassed in only one month during the postwar period.

Unemployment, on a seasonally adjusted basis, stayed about the same, however. The gain in the number working failed to lower the unemployment rate from 5.4 per cent, where it has remained since February.

The number of unemployed in April was 3,921,000, a decline of 372,000. The drop was 72,000 less than expected.

The fact that the large gain in employment failed to reduce unemployment after allowance for seasonal factors would seem to lend weight to a view held by some economists. They feel that an improving job picture brings many thousands of additional workers into the labour force in search of work, thereby making it difficult to reduce unemployment.

# CLASSIFICATION OF LABOUR MARKET AREAS—APRIL

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Quebec-Levis St. John's Vancouver-New Westminster Winnipeg	→ CALGARY → EDMONTON Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Fort William- Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or SAINT JOHN ← Shawinigan Sherbrooke Sydney Trois Rivières	Brantford → CORNWALL → FARNHAM-GRANBY Kingston Niagara Peninsula Oshawa Peterborough Sarnia Sudbury Timmins-Kirkland Lake Victoria	→ Guelph → Kitchener → LONDON	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Thetford-Lac Mégantic- St. Georges	Barrie Brandon Chatham Lethbridge North Battleford Prince Albert Red Deer Regina Saskatoon → YORKTON	→ MOOSE JAW	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Montmagny Newcastle Okanagan Valley Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Summerside Truro Victoriaville Woodstock Yarmouth	Beauharnois Belleville-Trenton Brampton → CHILLIWACK Drumheller Drummondville Lachute-St. Therese Lindsay Medicine Hat North Bay Owen Sound → PEMBROKE → PORTAGE LA PRAIRIE → SAULT STE. MARIE St. Hyacinthe St. Jean Simcoe Sorel Trail-Nelson → VALLEYFIELD	→ CENTRAL VAN- → COUVER IS. → Galt → GODERICH Listowel St. Thomas Stratford → SWIFT → CURRENT → WALKERTON → WEYBURN Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June issue.



## International Seminar on Sheltered Employment

*Sweden's co-operation in sponsorship of seminar in September this year is indicative of international interest and concern*

The development of rehabilitation programs has revealed a need for sheltered employment facilities and has demonstrated the vital part that this type of service can play in the adjustment of disabled persons to the world of work and to a life of independence and self respect.

In Canada the National Advisory Council on the Rehabilitation of Disabled Persons has a special committee set up to consider this matter, and the Canadian Rehabilitation Council for the Disabled, which sponsored the Conference on Sheltered Employment held at Ste. Adele in 1962 (L.G. 1962, p. 1270), is continuing its efforts to encourage the provision of such facilities.

Indicative of international interest and concern is the Swedish Government's co-operation, through its Department of Labour, with the World Commission on Vocational Rehabilitation of the International Society for Rehabilitation of the Disabled in the convening of an "International Seminar on Sheltered Employment" in Stockholm, September 21-30.

This Seminar will be an extension and follow-up of the European Seminar on Sheltered Employment held in 1959 at the Hague, the Netherlands, and will again have the fullest co-operation of the ILO.

The Seminar will investigate all phases of sheltered employment and will provide an opportunity for the pooling of international knowledge and experience in this field to stimulate sheltered employment as a means of improving socio-economic conditions for the handicapped. Programs being carried out in all parts of the world will be reviewed and evaluated.

The four paragraphs of ILO Recommendation No. 99 headed "Sheltered Employment" will be discussed. These paragraphs read:

"32. (1) Measures should be taken by the competent authority or authorities, in co-operation, as appropriate, with private organizations, to organize and develop arrangements for training and employment under sheltered conditions for those disabled persons who cannot be made fit for ordinary competitive employment.

"(2) Such arrangements should include the establishment of sheltered workshops and special measures for those disabled persons who, for physical, psychological or

geographical reasons, cannot travel regularly to and from work.

"33. Sheltered workshops should provide, under effective medical and vocational supervision, not only useful and remunerative work, but opportunities for vocational adjustment and advancement with, whenever possible, transfer to open employment.

"34. Special programs for the homebound should be so organized and developed as to provide, under effective medical and vocational supervision, useful and remunerative work in their own homes.

"35. Where and to the extent to which statutory regulations of wages and conditions of employment applying to workers generally is in operation, it should apply to disabled persons employed under sheltered conditions."

### 50 Participants

The seminar will be by invitation, and it is anticipated that there will be approximately 50 participants. Participants will have a high level of experience and background in sheltered employment or related vocational rehabilitation work and should be in a position to influence future development of sheltered employment in their respective countries. A limited number of fellowships will be available, but they will not include transportation to and from Stockholm. An invitation committee will be responsible for final screening to select the participants.

Major subjects to be considered are: The Role of Sheltered Employment in Society; What is Sheltered Employment and What Are its Objectives; Who Needs Sheltered Employment; Sheltered Employment and Rehabilitation; Responsibilities for Sheltered Employment; Responsibilities of Public Authorities—Voluntary Organizations, Trade Unions, Employers Confederations, The General Public; Types of Sheltered Employment; Workshops, Open Air Projects, Cottage Industries, Projects for Non-Manual Workers; Employment for the Homebound; Business Operations and Marketing; Management and Staff in Sheltered Employment Projects; Selection of Workers and Conditions of Work; Wages and Remuneration; Selecting Procedures; Training; and Conditions of Work.

# Results to Expiry Date of Older Worker Employment and Training Incentive Program

*During period of program, November 1 to March 31, total of 1,811 workers over 45 years of age were hired, all of whom had been unemployed for six months or more, Minister reports*

By March 31, 1964, expiry date for hiring under the program, 1,811 workers aged 45 or over had been hired under the Older Worker Employment and Training Incentive Program, it was announced last month.

It is likely that this figure will be increased by the addition of some workers who had been hired during the period November 1, 1963 to March 31, 1964, but whose employers had not yet taken steps to have them qualified under the program.

Under the provisions of this program, the Department of Labour pays 50 per cent of monthly wages or \$75.00 a month to employers hiring eligible workers, aged 45 or older, for new jobs in employment which is insurable under the Unemployment Insurance Act. Payments can be made for a total period up to 12 months.

In recent years a growing number of employers have been utilizing the services of older workers and recognizing their special qualities, such as mature judgment, knowledge gained from experience, stability, and lower absentee, turnover and accident rates.

The duration of unemployment for workers over 45 is usually much longer than for younger workers, however. In many cases their skill, or part of it, has become obsolescent, and they suffer prolonged unemployment because their age and lack of modern industrial experience make it difficult for them to re-enter the world of work.

The Older Worker Employment and Training Incentive Program was introduced, on an experimental basis, to assist long-term unemployed mature men and women to re-enter employment and to obtain the skills and work experience needed to remain in the labour market.

In announcing the latest figures, Hon. Allan J. MacEachen, Minister of Labour, pointed, out that all the mature workers who had obtained jobs under the program had been unemployed for six months or longer.

The experimental program had provided further evidence of the need for workers to make every effort to raise their skills and educational standards in order to meet the demands of today's jobs, the Minister said.

He stated that an evaluation of the program would be made and the information

obtained, he hoped, would be helpful in planning future action on behalf of older workers. This evaluation is expected to take several months.

In his announcement, Mr. MacEachen also revealed that employer interest in the program gained considerable momentum during February and March. A total of 2,347 applications from employers for workers had been approved by March 31.

In discussing the fact that there were more job vacancies under the program than workers actually hired, the Minister explained that the National Employment Service had been unable to locate suitable applicants to fill many of the vacancies. In some instances, this was because employers' specifications could not be met by the available applicants. In other cases the low wages offered had posed a problem, and in some areas it had been difficult to fill certain jobs because of inadequate transportation facilities. Another factor contributing to the imbalance between vacancies and workers was that applicants with a specific skill were frequently reluctant to consider employment outside of their usual occupation.

The National Employment Service reported that another major reason that jobs were not filled was that numerous employers sought approval for jobs because they had a specific applicant in mind. If their chosen applicant was unable to qualify under the terms of the program they were often not interested in hiring another worker.

A breakdown by provinces of the 1,811 workers hired under the program was as follows:

Newfoundland .....	1
Prince Edward Island .....	23
Nova Scotia .....	58
New Brunswick .....	42
Quebec .....	407
Ontario .....	493
Manitoba .....	99
Saskatchewan .....	99
Alberta .....	240
British Columbia .....	349
Total .....	1,811



## Women Workers in a Changing World...

*... is one of items for consideration by delegates to the 1964 International Labour Conference, who will examine ILO member countries' administrative arrangements for women with jobs*

One of the items for consideration by the International Labour Conference in June deals with the present situation and trend in employment and conditions of work for women. Administrative arrangements by the governments of the various member countries will be examined; particular attention will be directed to the problems relating to the employment of women with family responsibilities.

The history of the International Labour Conference, since its first session in 1919, has been marked by concern for the problems of women workers. It has established standards to provide maternity protection, regulate night work, and prevent the employment of women in occupations where they would be subject to health hazards.

Now, new problems require attention. Technological change in the work world, on the one hand, and a greater participation in economic activity by women on the other have combined to present grounds for an intensive examination of the situation in regard to women workers. As a preparation for the Conference, the International Labour Office prepared a report\* as a basis for discussion.

The basic assumption of the Report is that the status of women within a country is a sure sign of the measure of the country's development. Their status in terms of employment opportunities is determined by what they have to offer in training and ability. It is in the light of this thesis that the chief issues have been selected.

The vocational preparation of girls and women determines, to a great extent, the level and character of their employment. UNESCO data show, however, that in most countries girls have fewer educational opportunities than boys; girls do not go as far in their studies; and homemaking studies have a much higher priority than science studies. In countries where co-education exists, girls have a much better opportunity to acquire vocational and technical training otherwise available only to boys.

Training for adult women has become increasingly important but remains a somewhat knotty problem, especially in the case of married women. In many cases, their

initial training and experience occurred some years ago and has meanwhile been forgotten or has grown out of date. Now with grown families, these women could be an asset to the economic life of a country if proper training or retraining could be devised. More thought and imagination must be devoted to the planning of adult training programs.

**Equality of opportunity and treatment** for women has been receiving a major emphasis in the work of the ILO since the Second World War. A number of legal, administrative and educational measures have been adopted and much progress has been made.

Some countries have not yet adopted the equal pay principle; in others, the difficulty is how to measure work to determine if it is of equal value.

**Conditions of work** have been changing: through technological progress many kinds of work have been made easier physically but now have elements that may impose mental strain leading to nervous troubles.

The Report indicates the risk faced by women in agriculture in handling chemicals for which they have had no instruction or training.

Radiation exposure is a problem of modern times and is especially hazardous for women of child-bearing age. (Men also are exposed to many health hazards and eventually benefit by welfare provisions originally intended for women because, in time, the provisions are extended to them.)

**Maternity protection** schemes have become general only since the Second World War but today there are very few countries that do not have some such provision. Social security schemes and employer-financed schemes have been set up which usually guarantee employment security and a definite period of maternity leave.

Some highlights of the Report dealing specifically with working women who have family responsibilities will be presented in the next issue.

\* \* \*

The Confederation of National Trade Unions has appointed Miss Gabrielle Hotte as Director of Education for the Western Quebec region. She will be the first woman union member on the headquarters staff.

\* International Labour Conference, *Women Workers in a Changing World*, Report VI(1), Geneva, I.L.O., 1963. \$1.50.

## Collective Bargaining, First Quarter, 1964

During the first quarter of 1964, collective bargaining in Canada went forward in a wide range of industries. Among the key sectors engaged in contract negotiations were the aluminum industry, meat packing, electrical products manufacturing, shipbuilding and repairs, and railway transportation.

In the course of negotiations during the first three months of the year, 28 major settlements covering more than 46,000 workers were concluded. Foremost among these settlements were new agreements applying to railway running trades.

During the quarter, five major settlements covering more than 20,000 railway workers were concluded by the CNR and the CPR. Two of the new agreements, superseding contracts that had expired at the end of December, were signed by the companies and the **Brotherhood of Railway Trainmen**. These contracts give wage increases totalling 5 per cent over a period of two years to such employees as conductors, baggagemen, brakemen, car retarder operators, yardmen and switch tenders.

The companies also signed new three-year agreements with the **Brotherhood of Locomotive Engineers** before the previous contracts expired in March and April. The new agreements give wage increases of 3½ per cent to road engineers and of 12 per cent to engineers in yard service.

Another settlement in the railway industry was negotiated by the CNR and the **Brotherhood of Firemen and Enginemen** before expiry of the previous agreement. Under the new contract, of three years duration, workers engaged in freight and yard service are to receive wage increases of 4 per cent; those in passenger and hostling services, a total wage increase of 6½ per cent.

Negotiations between seven railway companies\* and the unions† representing close to 100,000 non-operating employees, which began in November, continued in the new year. The unions were requesting wage parity

with the durable goods industries but the companies rejected wages in these industries as a standard for setting wage rates.

Conciliation services were requested, and in March a conciliation board was appointed, composed of Hon. Mr. Justice F. Craig Monroe, chairman, A. G. Cooper, nominee of the companies, and David Lewis, nominee of the unions' negotiating committee. Mr. Justice Munroe, of the Supreme Court of British Columbia, was chairman of the conciliation board that brought the same parties to agreement in 1962.

During the quarter, contract negotiations were opened in the aluminum industry when the **Metal Trades' Federation (CNTU)** began bargaining with **Canadian British Aluminum** and the **Aluminum Company of Canada** in Quebec, and the **United Steelworkers** presented bargaining proposals to the Kingston Works of the Aluminum Company of Canada in Ontario.

In the meat packing industry, the **Packinghouse Workers** submitted their proposals for new contracts to **Burns and Company**, **Canada Packers**, **Swift Canadian**, **Legrade Incorporated**, and **Eastern Abattoirs**; approximately 15,000 workers in this industry will be affected by these negotiations.

In the electrical products sector, the **IUE** was conducting negotiations with **Automatic Electric**, various plants of **Canadian General Electric**, with **RCA Victor** and **Tamper Limited**. Negotiations were also in progress between the **UE** and **Canadian General Electric** and **Canadian Westinghouse**, and between the **IBEW** and **Philips Electronics**. About 11,700 workers were covered by the contracts being renegotiated.

A number of major contracts applying to nearly 8,000 employees were under negotiation in the shipbuilding industry in Nova Scotia, Quebec, Ontario and British Columbia. In Nova Scotia, the **Marine Workers' Federation** opened negotiations with **Dominion Steel and Coal** (Halifax Shipyards). In Quebec, bargaining for new contracts

\* Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway Company of Manitoba; and Cumberland Railway Company (Sydney and Louisburg Division).

† Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks; Division No. 4, Railway Employees' Department, AFL-CIO; Canadian National Railway System Federation No. 11; Brotherhood of Railway Carmen; Brotherhood of Railroad Signalmen; Brotherhood of Sleeping Car Porters; the Commercial Telegraphers' Union; the Order of Railroad Telegraphers; Brotherhood of Firemen and Oilers; International Association of Machinists; Boilermakers; I.B.E.W.; Plumbers; Moulders; Sheet Metal Workers; and the Canadian Brotherhood of Railway, Transport and General Workers, which withdrew from the joint negotiating committee in November but returned in January.

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.



went forward between the **Metal Trades' Federation (CNTU)** and **Canadian Vickers, George T. Davie and Sons, Davie Shipbuilding, and Marine Industries**. At Canadian Vickers, negotiations were also in progress with the **Boilermakers, Machinists, Plumbers and Sheet Metal Workers**. In Ontario, the **Steelworkers and Collingwood Shipyards** opened negotiations in March.

In the shipbuilding industry in British Columbia, about 2,000 employees of **Yarrows Limited** and **Victoria Machinery Depot** in Victoria and **Burrard Dry Dock** in North Vancouver went on strike the first week in February. The workers at these plants are represented by a number of unions\*, which, through one committee, had been bargaining for a new contract since August 1963.

Initially, the unions' proposals had included wage increases amounting to 40 cents an hour over two years and three

weeks vacation after five years of service. In December, members of the unions rejected the unanimous report of a conciliation board which recommended a three-year agreement that would provide for wage increases of 28 cents an hour for journeymen, 19 cents an hour for other classifications, three weeks vacation after 12 years of service instead of the current requirement of 15 years, and a company contribution of 2 cents an hour toward a welfare plan. In a government-supervised strike vote in January, the union members authorized strike action against the companies.

During the strike, a compromise recommended by the Deputy Minister of Labour of British Columbia was turned down by the unions and the companies. Another proposal subsequently made by the companies in March was rejected by the unions. At the end of March the dispute remained unresolved.

# Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

## Part I—Agreements Expiring During May, June and July (except those concluded in April)

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Seafarers (AFL-CIO)
Cdn. Celanese, Sorel, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
CPR, system-wide .....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Carling, Labatt's, Molson, O'Keefe & other breweries, Winnipeg, Man. ....	Brewery Wkrs. (AFL-CIO/CLC)
Cloak Mfrs. Assn., Toronto, Ont. ....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Coal Operators' Assn., Alta. & B.C. ....	Mine Wkrs. (Ind.)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Courtaulds Canada, Cornwall, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & Subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que. ....	Ladies Garment Wkrs. (AFL-CIO/CLC)
Montreal Transportation Commission, Montreal, Que. ....	
John Murdoch, St. Raymond, Que. ....	Railway, Transport & General Wkrs. (CLC)
New Brunswick Telephone .....	Bush Wkrs., Farmers' Union (Ind.)
Saguenay Terminals, Port Alfred, Que. ....	IBEW (AFL-CIO/CLC) (traffic empl.)
Sask. Wheat Pool (Country Elevator Div.) Sask. ....	Metal Trades' Federation (CNTU)
	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)

\* Shipyard General Workers' Federation of British Columbia, I.B.E.W., Machinists, International Operating Engineers, Painters, Pattern Makers' League of North America, Plumbers, Sheet Metal Workers, Carpenters, Asbestos Workers, Boilermakers, Structural Iron Workers, Labourers, and Moulders.

## Part II—Negotiations in Progress During April

(except those concluded in April)

### Bargaining

Company and Location	Union
Aluminum Co. of Canada, Arvida & other centres, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que.	Metal Trades' Federation (CNTU)
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors Assn., Nfld.	Carpenters (AFL-CIO/CLC) (loggers)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Assn. Patronale du Commerce, (Hardware), Quebec, Que.	Commerce & Office Empl. (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Building Materials & others, Toronto, Ont.	Teamsters (Ind.)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, I.G.A., Loblaw's & others, B.C.	Retail Clerks (AFL-CIO/CLC)
Canada Safeway, Loblaw's, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C.	Butcher Workmen (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
CNR, Western Region	Locomotive Engineers (Ind.)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Engineering, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domtar Pulp & Paper, (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Globe Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Workers' Federation (CNTU)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hopital Notre Dame, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Jeanne d'Arc, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Justine, Montreal, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Montreal & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Dieu de Montreal, Montreal, Que.	Service Empl. Federation (CNTU)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
International Nickel, Thompson, Man.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres B.C.	Empl. Assn. (Ind.)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (traffic empl.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Motor Transport Industrial Relations Bureau (car carriers), Que. & Ont.	Teamsters (Ind.)



## Company and Location

Ontario-Minnesota Paper, Fort Frances & Kenora  
Ont. ....  
Ottawa City, Ont. ....  
N. M. Paterson & Sons, Ont. & Que. ....  
Pacific Press, Vancouver, B.C. ....  
Power Super Markets, Hamilton, Oshawa &  
Toronto, Ont. ....  
Quebec City, Que. ....  
Quebec City, Que. ....  
Quebec Hydro-Electric Commission, Montreal &  
other centres, Que. ....  
RCA Victor, Montreal, Que. ....  
Royal Victoria Hospital, Montreal, Que. ....  
Scott-La Salle, Longueuil, Que. ....  
Spruce Falls & Kimberly-Clark, Kapuskasing,  
Ont. ....  
Swift Cdn. (6 plants), Canada-wide ....  
Tampier Limited, Lachine, Que. ....  
TCA, Canada-wide ....  
Toronto City, Ont. ....  
Toronto City, Ont. ....  
Toronto Metro., Ont. ....  
United Keno Hill Mines, Elsa, Y.T. ....  
University of Saskatchewan, Saskatoon, Sask. ....

## Union

Papermakers (AFL-CIO/CLC), Pulp & Paper  
Mill Wkrs. (AFL-CIO/CLC) & others  
Public Empl. (CLC)  
Seafarers (AFL-CIO)  
Newspaper Guild (AFL-CIO/CLC)  
Butcher Workmen (AFL-CIO/CLC)  
Municipal & School Empl. Federation (Ind.)  
(inside empl.)  
Municipal & School Empl. Federation (Ind.)  
(outside empl.)  
Public Empl. (CLC) (outside empl.)  
IUE (AFL-CIO/CLC)  
Service Empl. Federation (CNTU)  
Empl. Assn. (Ind.)  
Papermakers (AFL-CIO/CLC), Pulp & Paper  
Mill Wkrs. (AFL-CIO/CLC) & others  
Packinghouse Wkrs. (AFL-CIO/CLC)  
IUE (AFL-CIO/CLC)  
Machinists (AFL-CIO/CLC)  
Fire Fighters (AFL-CIO/CLC)  
Public Empl. (CLC) (inside empl.)  
Public Empl. (CLC) (inside empl.)  
Mine, Mill & Smelter Wkrs. (Ind.)  
CLC chartered-local

## Conciliation Officer

Aluminum Co. of Canada, Kingston, Ont. ....  
Auto dealers, garages (various), Vancouver, B.C.  
Automatic Electric, Brockville, Ont. ....  
Bakeries (various), Greater Vancouver, B.C. ....  
CBC, company-wide ....  
Canada Steamship Lines, Ont. & Que. ....  
Cdn. General Electric, Cobourg & Oakville, Ont.  
Cdn. General Electric, Montreal & Quebec, Que.  
CPR, system-wide ....  
Cdn. Vickers, Montreal, Que. ....  
Cdn. Westinghouse, Hamilton, Ont. ....  
Collingwood Shipyards, Collingwood, Ont. ....  
Davie Shipbuilding, Lauzon, Que. ....  
Dominion Textile, Montmorency, Sherbrooke,  
Magog & Drummondville, Que. ....  
Dominion Textile, Montreal, Que. ....  
Dupuis Freres, Montreal, Que. ....  
Forest Industrial Relations, B.C. coast ....  
Manitoba Telephone ....  
Montreal Cottons, Valleyfield, Que. ....  
Fisheries Assn. & Cold Storage Cos., B.C. ....  
Fisheries Assn., B.C. ....  
St. Lawrence Seaway Authority ....  
Toronto City, Ont. ....  
Toronto Metro., Ont. ....

Steelworkers (AFL-CIO/CLC)  
Machinists (AFL-CIO/CLC)  
IUE (AFL-CIO/CLC)  
Bakery Wkrs. (CLC)  
Moving Picture Machine Operators (AFL-CIO/  
CLC)  
Railway Clerks (AFL-CIO/CLC)  
IUE (AFL-CIO/CLC)  
IUE (AFL-CIO/CLC)  
Trainmen (AFL-CIO/CLC) (dining car staff)  
Metal Trades' Federation (CNTU)  
UE (Ind.)  
Steelworkers (AFL-CIO/CLC)  
Metal Trades' Federation (CNTU)  
Textile Federation (CNTU)  
United Textile Wkrs. (AFL-CIO/CLC)  
Commerce & Office Empl. (CNTU)  
Woodworkers (AFL-CIO/CLC)  
IBEW (AFL-CIO/CLC) (traffic empl.)  
United Textile Wkrs. (AFL-CIO/CLC)  
United Fishermen (Ind.) & Native Brotherhood  
(Ind.) (shore wkrs.)  
United Fishermen (Ind.) (tendermen)  
Railway, Transport & General Wkrs. (CLC)  
Public Empl. (CLC) (outside empl.)  
Public Empl. (CLC) (outside empl.)

## Conciliation Board

Acme, Borden's & other dairies, Toronto, Ont. ....  
CNR, CPR & other railways ....  
Consolidated Mining & Smelting, Trail, Kimber-  
ley, Riondel & Salmo, B.C. ....  
Hollinger Gold Mines, Timmins, Ont. ....  
McIntyre Porcupine Mines, Schumacher, Ont. ....  
Philips Electronics, Leaside, Ont. ....

Teamsters (Ind.)  
15 unions (non-operating empl.)  
Mine, Mill & Smelter Wkrs. (Ind.)  
Steelworkers (AFL-CIO/CLC)  
Steelworkers (AFL-CIO/CLC)  
IBEW (AFL-CIO/CLC)

## Post-Conciliation Bargaining

Cdn. General Electric, Guelph, Peterborough, &  
Toronto, Ont. ....

UE (Ind.)

## Arbitration

Assn. Patronale des Services Hospitaliers, (5  
hospitals) Drummondville & other centres,  
Que. ....  
Hospitals (13), Montreal and other centres, Que.  
Hotel Dieu St. Vallier, Chicoutimi, Que. ....  
Quebec Natural Gas, Montreal, Que. ....

Service Empl. Federation (CNTU)  
Service Empl. Federation (CNTU) (registered  
nurses)  
Service Empl. Federation (CNTU)  
Chemical Wkrs. (AFL-CIO/CLC)

## Work Stoppage

Company and Location	Union
Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
Smith & Stone, Georgetown, Ont. ....	Mine Wkrs. (Ind.)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)

### Part III—Settlements Reached During April 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ASSN. PATRONALE DES SERVICES HOSPITALIERS, QUEBEC, QUE.—SERVICE EMPL. FEDERATION (CNTU) (FEMALE EMPL.): 1-yr. agreement covering 2,000 empl.—wage increases of \$4 a wk. eff. April 18, 1964 and \$3 a wk. eff. Jan. 1, 1965; work wk. to be reduced from 40 to 37½ hrs.; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.), 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 12 yrs. of service (new provision); credits for sick leave to be cumulative up to 48 days; rates for cleaning service women on Jan. 1, 1965 to be \$38 to \$46 a wk.; agreement to expire April 18, 1965.

ASSN. PATRONALE DES SERVICES HOSPITALIERS, QUEBEC, QUE.—SERVICE EMPL. FEDERATION (CNTU) (MALE EMPL.): 1-yr. agreement covering 1,000 empl.—settlement pay of \$5 a wk. from July 1963; wage increases of \$5 to \$7 a wk. eff. April 18, 1964; work wk. to be reduced from 40 to 37½ hrs.; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.), 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.), and 4 wks. vacation after 12 yrs. of service (new provision); credits for sick leave to be cumulative up to 48 days; rates for labourer \$55 to \$67 a wk.; agreement to expire April 18, 1965.

BURRARD DRY DOCK, VANCOUVER, VICTORIA MACHINERY DEPOT & YARROWS LTD., VICTORIA, B.C.—VARIOUS UNIONS: 3-yr. agreement covering 2,000 empl.—settlement pay of \$51.90; wage increases of 15¢ an hr. eff. April 23, 1964, 10¢ an hr. eff. Jan. 1, 1965 and 15¢ an hr. eff. Oct. 15, 1965 for journeymen; wage increases of 10¢ an hr. eff. April 23, 1964, 10¢ an hr. eff. Jan. 1, 1965 and 10¢ an hr. eff. Oct. 15, 1965; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); provision for contributory weekly sickness and accident plan; rate for boilermaker on Oct. 15, 1965 will be \$3.10 an hr.; agreement to expire Oct. 14, 1966.

CRANE LIMITED, MONTREAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 650 empl.—wage increases of 6¢ an hr. eff. Nov. 1, 1964, 6¢ an hr. eff. Nov. 5, 1965 and 6¢ an hr. eff. Nov. 1, 1966; provision for 2 wks. vacation after 3 yrs. of service and 3 wks. vacation after 15 yrs. of service maintained; new provision for 4 wks. vacation after 20 yrs. of service; rate for labourer on Nov. 1, 1966 will be \$1.98 an hr.; agreement to expire Jan. 1, 1967.

CYANAMID OF CANADA (WELLAND PLANT), NIAGARA FALLS, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 530 empl.—settlement pay of \$35; wage increases of slightly less than 6¢ an hr. eff. April 5, 1964 and 6¢ an hr. eff. Nov. 15, 1964; rate for sweeper on Nov. 15, 1964 will be \$2.14 an hr.; agreement to expire Nov. 15, 1965.

DOMINION STEEL & COAL, MONTREAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—settlement pay of 4¢ an hr. from Aug. 6, 1963 to April 4, 1964; wage increases of 4¢ an hr. eff. April 5, 1964, 4¢ an hr. eff. Aug. 1, 1964 and 6¢ an hr. eff. July 1, 1965; cost of improvements in pension and sickness insurance plans to be 6.5¢ an hr.; rate for labourer on July 1, 1965 will be \$1.95 an hr.; agreement to expire Aug. 6, 1966.

DOMINION STORES, TORONTO & OTHER CENTRES, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): terms of settlement not immediately available.

GASPIESIA WOODS CONTRACTORS, CHANDLER, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 2-yr. agreement covering 900 empl.—wage increases of 18.9¢ a cord eff. May 1964 and 9¢ a cord eff. May 1965; vacation pay to be 3% of gross pay after 60 days (formerly 2½% after 75 days); rate for labourer \$11 a day; agreement to expire May 1966.

LEVER BROS., TORONTO, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 4¢ to 6¢ an hr. eff. March 15, 1964, 4¢ an hr. eff. July 1, 1964, 4¢ to 6¢ an hr. eff. March 15, 1965 and 4¢ to 6¢ an hr. eff. Sept. 15, 1965; employer to pay premiums for comprehensive and major medical plan, and employees to pay premiums for hospital insurance (employer paid 90% of premiums for hospital and medical insurance previously); company-paid income continuance plan for permanent non-compensable disability adopted to provide 60% of income until retirement; rate for labourer on Sept. 15, 1965 will be \$2.23½ an hr.; agreement to expire March 15, 1966.

MACMILLAN, BLOEDEL & POWELL RIVER, CROWN ZELLERBACH OF CANADA & ELK FALLS COMPANY, B.C. COAST—PAPERMAKERS (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—general wage increase of 5%; evening and night shift premiums increased to 12¢ and 15¢ respectively (formerly 10¢ and 13¢); additional classification adjustments; special adjustment of 5¢ an hr. for journeymen-mechanics; provision for jury duty pay and funeral leave; provision for a job evaluation plan and an apprenticeship training program; rate for washroom and basement cleaner \$2.29 an hr.; agreement to expire June 30, 1965.

MACMILLAN, BLOEDEL & POWELL RIVER, CROWN ZELLERBACH OF CANADA, CANADIAN FOREST PRODUCTS, ELK FALLS COMPANY & RAYONIER CANADA, B.C. COAST—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 4,500 empl.—general wage increase of 5%; additional classification adjustments; adjustment of 5¢ an hr. for journeymen-mechanics; evening and night shift premiums increased to 12¢ and 15¢ respectively (formerly 10¢ and 13¢); provision for jury duty pay and funeral leave; provision for a job evaluation plan and an apprenticeship training program; rate for labourer \$2.09 an hr.; agreement to expire June 30, 1965.

MARINE INDUSTRIES, SOREL, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 1,790 empl.—wage increases of 6¢ an hr. eff. Jan. 1, 1964, 5¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. Jan. 1, 1966; additional classification adjustments; company contributions toward pension plan to be increased by 4¢ an hr. eff. Jan. 1, 1965 and



by 4¢ an hr. eff. Jan. 1, 1966; additional company contribution of 1¢ an hr. toward sickness insurance plan; 2 weeks plus 1 to 4 days vacation after 6 to 9 yrs of service; rate for labourer on Jan. 1, 1966 will be \$2.06 an hr.; agreement to expire Dec. 31, 1966.

MIRAMICHI RIVER PORTS SHIPPERS, N.B.—MIRAMICHI TRADES & LABOUR (IND.): 1-yr. agreement covering 520 empl.—general wage increase of 15¢ an hr. for empl. loading pitwood, pulpwood and long lumber; wage increase of 10¢ an hr. for empl. handling general cargo and bulk cargo; night shift differential increased by 5¢ an hr.; rate for longshoreman \$1.80 an hr.; agreement to expire Dec. 31, 1964.

NORTHERN ELECTRIC, LONDON, ONT.—EMPL. ASSN. (IND.): 2-yr. agreement covering 1,200 empl.—general wage increases of 6¢ an hr. retroactive to Feb. 1964 and 6¢ an hr. eff. Feb. 1965; additional wage adjustments of 1¢ an hr. retroactive to Feb. 1964 and 1¢ an hr. eff. Feb. 1965 for skilled production empl.; additional wage adjustments of 2¢ an hr. eff. Feb. 1964 and 2¢ an hr. eff. Feb. 1965 for skilled trades; rates for labourer in Feb. 1965 will be \$1.81 to \$1.89 an hr.; agreement to expire Feb. 25, 1966.

OTTAWA TRANSPORTATION COMMISSION, OTTAWA, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1964, 6¢ an hr. eff. Sept. 1, 1964 and 6¢ an hr. eff. May 1, 1965; Boxing Day to be ninth paid holiday; 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); rate for building maintenance staff to be \$2.02½ an hr. and for operators \$2.25 an hr. on May 1, 1965; agreement to expire Dec. 31, 1965.

REGINA GENERAL HOSPITAL, REGINA, SASK.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 700 empl.—wage increases of 3½% in 1964 and 3% in 1965; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rates for hospital maid to range from \$176 to \$220 a mo.; agreement to expire Dec. 31, 1965.

VANCOUVER CITY, B.C.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 1-yr. agreement covering 1,200 empl.—general wage increase of 3%; salary for clerk-typist \$221 a mo.; agreement to expire Dec. 31, 1964.

VANCOUVER POLICE COMMISSIONERS BOARD, VANCOUVER, B.C.—B.C. PEACE OFFICERS (CLC): 1-yr. agreement covering 740 empl.—general wage increase of 3%; salary for probationary constable \$389 a mo.; agreement to expire Feb. 28, 1965.

WINNIPEG METRO, MAN.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 500 empl.—wage increase of 5% to 5½%; night shift differential increased to 10¢ an hr. from 8¢ an hr.; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.); 4 wks. vacation after 25 or more yrs. of service (formerly 4 wks. in 25th yr. and 30th yr.); rate for labourer \$73.91 a wk.; agreement to expire June 26, 1965.

WINNIPEG METRO (TRANSIT DEPT.), MAN.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 27-mo. agreement covering 950 empl.—wage increases of 6¢ an hr. retroactive to Sept. 22, 1963, 6¢ an hr. eff. June 28, 1964 and 5¢ an hr. eff. March 21, 1965; new contributory group insurance plan to be adopted July 1, 1964; rate for janitor on March 21, 1965 to be \$1.79 an hr.; agreement to expire Dec. 25, 1965.

## CCA Lauds Government Measures to Encourage Training, Winter Work

Government measures to solve two problems in the construction field, the need for skilled workers, and seasonal unemployment, were lauded last month by the President of the Canadian Construction Association, Donald H. Jupp, O.B.E., during a tour of Western Canada.

Speaking in Port Arthur, Mr. Jupp said, "Within the construction industry, the experience of the past decade or so in particular has proved that a combination of new techniques, incentives and publicity can do a great deal to increase the volume of winter operations."

Pointing out that the past winter had seen "the largest wintertime housebuilding program in Canada on record," Mr. Jupp said "the experience demonstrated dramatically the effectiveness of incentives in influencing decisions to go ahead with wintertime building operations."

At the same time Mr. Jupp urged that the incentives offered by the federal Government to public bodies to encourage winter work be extended to private buyers of construction services. "The offering of a \$500 bonus for winter-built houses was welcomed as a most important precedent in this field," he said.

To meet the need for skilled and experienced workers in the construction industry, Mr. Jupp called for the expansion to all construction trades of the series of National Trade Standards.

In an address in Dawson Creek, B.C., he said: "Governments at all levels have been active in promoting apprenticeship training in the construction trades. The industry is most appreciative of this fact and believes that the string of new technical schools built recently across the nation will help greatly in producing the skilled workmen that Canada needs and will continue to need as the country progresses and prospers."

But, he added, "The CCA has come to the conclusion that the effective promotion of apprenticeship training in the construction industry requires a system of compulsory tradesmen qualifications."

# TEAMWORK in INDUSTRY

Unemployment problems in Collingwood, Ont., are "getting both barrels" these days. Management of Collingwood Shipyards and union representatives of the firm's 900 employees are jointly determined to eliminate the slack periods that put ship finishers on the lists of unemployed for as long as nine months out of every year.

Employees engaged in the steel trades can expect to work for 10 months on the basic construction of a new ship. But the "finishers"—the electricians, joiners, sheet metal workers, pipefitters and plumbers—who swarm on to a vessel after the launching to complete the work generally have it ready to sail in three months. When that period ends, they are forced to seek employment elsewhere, and their search may take them right out of the Collingwood area altogether. Every year the shipyards thus face the prospect of losing these employees—and the skill and experience that they bring to the job.

"Company and union alike have decided to end 'the feast or famine' situation that has afflicted us for so long," says personnel manager Gordon Braniff. The immediate goal of the shipyards' Labour-Management Production Committee is to help give the finishers a second trade—in layout, welding, burners, steel erecting and assembling, for example. This will enable them to swing over to other work in the slack period that follows the end of each ship-finishing job.

To achieve their goal, union and management personnel are striving for fuller use of the new million-dollar vocational wing of the Collingwood Collegiate Institute. They are also collaborating with the Ontario Department of Education to set up a Mayor's Committee whose membership will comprise representatives from industry, unions, the community welfare committee and the National Employment Service local office.

Shipyard management at the same time is exploring the possibilities of diversification—the introduction of new lines of products—and communication between company and

union is being maintained at a peak in order to keep personnel fully informed on progress and developments. John Bonwick, president of Steelworkers Local 6320, reports that union members of the shipyards' Labour-Management Production Committee are keeping the Local's membership fully briefed on all parleys between company and employee spokesmen.

\* \* \*

"Happy Family" may sound like too rosy a title for a miscellaneous assortment of union and management people, but it happens to be the way members of a City of Edmonton labour-management committee refer to their organization. The Labour-Management Production Committee serves the city's electrical distribution system. Superintendent Cecil Monaghan recently confirmed the story.

"It happened a number of years ago," he explained. "One of our members dubbed the committee 'Happy Family'. The name caught on and is more familiar to our 80 employees than any other method of describing the committee."

Ask him how the "happy family" relationship was born, and Mr. Monaghan will tell you that it developed out of a regular association between employer and employee in the system's labour-management meetings. Speaking for management, Mr. Monaghan reports that the committee's eight meetings a year give management "almost its only opportunity to sit at the same meeting table with employees representing all segments of the operation."

Employees are members of Local B-1007, International Brotherhood of Electrical Workers (AFL-CIO/CLC) and Local 52, Civic Service Union (CLC). Local presidents are John Heck and Alec Josey, respectively.

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Labour-management dinner meetings have "a very good impact on relations," asserts Reg Facey, retail sales manager of Union Milk Company Limited in Calgary, Alta.

Mr. Facey ought to know. The firm's Labour-Management Production Committee, of which he is a member, has just held its third annual "wind-up dinner." Wives (or husbands) of committee members were invited. Both company and union officials want to see the event continued.

Labour representatives serving on the LMPC are members of Teamsters' Local 987, whose chairman is Bob Perdue.

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during March. The Board issued six certificates designating bargaining agents, ordered one representation vote, rejected three applications for certification, granted one application for revocation of certification and granted one request for review under Section 61(2) of the Act. During the month the Board received nine applications for certification and one application for revocation of certification, and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. National Syndicate of the Employees of Robin Hood Flour Mills Ltd. (CNTU), on behalf of a unit of employees of Robin Hood Flour Mills Limited, Montreal, (L.G., Apr., p. 286). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

2. National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, on behalf of a unit of firemen employed by Robin Hood Flour Mills Limited, Montreal (L.G., Apr., p. 286). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

3. International Association of Machinists, on behalf of a unit of fueling and maintenance personnel employed by Consolidated Aviation Fueling of Toronto Limited, Malton, Ont. (L.G., Mar., p. 214).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Central Ontario Television Limited employed at CKCO-TV and CKKW, Kitchener, Ont. (L.G., Apr., p. 288).

5. General Truck Drivers Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed in Metropolitan Toronto by A & H Express Lines Ltd., Sarnia, Ont. (L.G., Apr., p. 288).

6. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Baie Comeau Elevator and Dock Workers Local Union No. 977, on behalf of a unit of grain

handlers employed by Cargill Grain Company Limited, Baie Comeau, Que. (L.G., Apr., p. 288).

### Representation Vote Ordered

General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Tourists Services Ltd., Whitehorse, Y.T., respondent (L.G., Mar., p. 214) (Returning Officer G. R. Currie).

### Applications for Certification Rejected

1. National Syndicate of Air Transport Employees of Quebec (CNTU), applicant, Quebecair Inc., Rimouski, Que., respondent (traffic, maintenance and operations departments) and the International Association of Machinists, intervener. (L.G., Mar., p. 213). The application was rejected for the reason that it was not supported by a majority of employees affected in the representation vote conducted by the Board.

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, Robin Hood Flour Mills Limited, Montreal, Que., respondent, National Syndicate of the Employees of Robin Hood Flour Mills Ltd. (CNTU), intervener, and the National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, intervener (L.G., Apr., p. 287). The application was rejected for the reason that it was not supported by a majority of employees affected in the representation vote conducted by the Board.

3. National Syndicate of Air Transport Employees of Quebec (CNTU), applicant, Quebecair Inc., Rimouski, Que., respondent (stewardesses and flight agents) and the International Association of Machinists, intervener (L.G., Mar., p. 213). The application was rejected for the reason that it was not supported by a majority of employees affected in the representation vote conducted by the Board.

### Application for Revocation Granted

Albert G. Chayer, and Jos. Beaucage, applicants, Seafarers' International Union of North America, Canadian District, respondent, and National Harbours Board, Montreal, Que., respondent (L.G., Apr., p. 288).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

### Request for Review Granted

The Board granted the request for review made by the National Association of Broadcast Employees and Technicians affecting employees in the Broadcasting Division of the Canadian Marconi Company, Montreal, and an amending certificate was issued (CFCF and CFCF-TV) (L.G., Apr., p. 288).

### Applications for Certification Received

1. National Syndicate of Employees of Aluminium of Baie Comeau, on behalf of a unit of longshoremen employed by Canadian British Aluminium Company Limited, Baie Comeau, Que. (Investigating Officer: R. L. Fournier).

2. General Truck Drivers' Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Cronkwright Transport Limited, Simcoe, Ont. (Investigating Officer: A. B. Whitfield).

3. International Association of Machinists on behalf of a unit of employees of Allied Building Service Limited, Montreal, employed at the Toronto International Airport (Investigating Officer: A. B. Whitfield).

4. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of the National Harbours Board, Vancouver (Investigating Officer: D. S. Tysoe).

5. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by the New York Central Railroad Company, as Lessee of the Michigan Central Railroad and Sub-lessee of the Canadian Southern Railway, St. Thomas, Ont. (Investigating Officer: A. B. Whitfield).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91; General Truck Drivers Local 938; Transport Drivers, Warehousemen and Helpers Local 106; of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

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### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



America on behalf of a unit of drivers, dockmen, mechanics and maintenance men employed by Taggart Service Limited, Ottawa, Ont. (Investigating Officers: G. A. Lane and G. E. Plant).

7. International Union of Operating Engineers, Local 882, on behalf of a unit of employees of the National Harbours Board, Vancouver (Investigating Officer: D. S. Tysoe).

8. General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Van Kam Freightways Ltd., Vancouver (Investigating Officer: G. H. Purvis).

9. General Truck Drivers and Helpers Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Reid's Moving and Storage Co. Ltd., Vancouver. (Investigating Officer: G. H. Purvis).

#### **Application for Revocation Received**

Board of Employees of John Kron & Son Limited, applicant, John Kron & Son

Limited, Winnipeg, Man., respondent, and General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application was for the revocation of the certification issued by the Board on November 8, 1957 to the respondent union in respect of a unit of drivers and loaders employed by the company at its Winnipeg Terminal (L.G. 1958, p. 65).

#### **Applications for Certification Withdrawn**

1. The National Syndicate of the Employees of the Trucking Industry Saguenay Lake St. John Inc., Tremblay Express Section, applicant, and Tremblay Express Limited, Jonquiere, Que., respondent (L.G., Apr., p. 288).

2. General Drivers, Warehousemen and Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Empire Freightways (Midland Superior) Limited, Winnipeg, Man., respondent and Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Apr., p. 288).

## **Conciliation and Other Proceedings before the Minister of Labour**

### **Conciliation Officers Appointed**

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Radio Saguenay Limitee (CKRS-CKRS-TV) and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

2. North-American Elevators Limited, Sorel, and Syndicat Catholique et National des Debardeurs de Sorel Inc. (maintenance employees). (Conciliation Officer: C. E. Poirier).

3. Piette Transport Inc., Joliette, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

4. Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

5. J. C. Malone and Company (1959) Limited and Three Rivers Shipping Company Limited, Three Rivers, Que., and

Local 1846 of the International Longshoremen's Association (Conciliation Officer: C. E. Poirier).

6. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of Canada (Conciliation Officer: G. R. Currie).

7. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae).

### **Settlements by Conciliation Officers**

1. Central Mortgage and Housing Corporation and Region 76, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier) (L.G., April, p. 289).

2. Cubana Airlines Limited, Montreal, and Canadian Air Line Dispatchers Association (Conciliation Officer: C. E. Poirier) (L.G., April, p. 289).

3. Hector Broadcasting Co. Ltd. (Radio Station CKEC), New Glasgow, N.S., and Cape Breton Projectionists Union, Local 848 of the International Alliance of

Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., March, p. 215).

4. B.C. Air Lines Limited (Maintenance Department), Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 215).

5. National Harbours Board (Port Colborne Grain Elevator) and Local 1015 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae) (L.G., March, p. 215).

#### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established in February to deal with a dispute between the Negotiating Committee representing the Associated Non-Operating Unions, and the Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway Company; The Midland Railway Company of Manitoba, and The Cumberland Railway Company (Sydney and Louisburg Division) (L.G., April, p. 289) was

fully constituted in March with the appointment of Hon. Mr. Justice F. Craig Munroe of Vancouver as Chairman. Mr. Justice Munroe was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, A. G. Cooper, Q.C., of Halifax, and David Lewis, Q.C., of Toronto, who were previously appointed on the nomination of the companies and unions, respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between the Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (L.G., April, p. 289) was fully constituted in March with the appointment of Prof. Parzival Copes of St. John's, Nfld., as Chairman. Prof. Copes was appointed by the Minister on the joint recommendation of the other two members of the Board, F. J. Elliott of Boston, Mass., and Lawrence Dobbin of St. John's, who were previously appointed on the nomination of the Association and Union, respectively.

#### **Conciliation Board Report Received**

Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (see above).

## **Report of Board in Dispute between**

*Newfoundland Employers' Association Limited  
and*

*Longshoremen's Protective Union*

The Chairman of the Board was appointed on March 3, 1964. The Board met the same day to consider the matter placed before it and met again on March 5 to be sworn in and to discuss material received concerning the dispute.

During the period March 6-14, the Board met five times with representatives of the Employers and, separately, five times with representatives of the Employers, also, separately, five times with representatives of the Union. On the final day of this period, a meeting was held at which representatives of both parties were present.

The representatives of the Newfoundland Employers' Association (NEA) were:

R. M. Clancy, Managing Director, Blue Peter Steamships Ltd.

A. H. Crosbie, Manager of Terminal Operations, Furness Withy Co. Ltd.

James Hutcheson, General Manager, Clarke Steamship Co. Ltd.

H. J. Murphy, Terminals Manager, Clarke Steamship Co. Ltd.

D. C. Hunt, Counsel.

The representatives of the Longshoremen's Protective Union (LSPU) were:

Norman Donovan, Vice-President and Acting President

John Power, Financial Secretary

Wilfred Atkinson, Acting Recording Secretary

Peter Whitten, Business Agent.

During March, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between the Newfoundland Employers' Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union.

The Board was under the Chairmanship of Prof. Parzival Copes of St. John's. He was appointed by the Minister on the joint recommendation of the other two members, F. J. Elliott of Boston, Mass., and Lawrence Dobbin of St. John's, nominees of the Association and Union, respectively. The report is reproduced here.



At the initial meeting with the Union representatives, the LSPU objected to F. J. Elliott's membership on the Board, referring to Section 28(8) of the Industrial Relations and Disputes Investigation Act. The Union contended that Mr. Elliott had a pecuniary interest in the matters referred to the Board, insofar as he was President of the Elliott Stevedoring Co. Inc. of Boston, which carried on business with Blue Peter Steamships Ltd., while the latter company was a member of the Newfoundland Employers' Association.

The Chairman of the Board referred to Section 28(7) of the Act, pointing out that the Board must be presumed to have been duly established and ruling that the Board would proceed forthwith with the matters laid before it. The Union was given the assurance, however, that its protest would be communicated to the Department of Labour for any consideration deemed appropriate. Subsequently, it was established that W. J. Gillies of the St. John's office of the Department of Labour had already communicated the Union's objection to the Department's Director of Industrial Relations. Later communications by the Director to the parties concerned confirmed Mr. Elliott's eligibility to sit as member of the Board.

### Conduct of Negotiations

The background to the dispute and the stage of negotiations reached at the time of the appointment of the Board are well described in the Report of the Conciliation Officer, H. R. Pettigrove, dated February 6, 1964. One note should perhaps be added. During meetings with Union representatives, the Board was given to understand that the Union Negotiating Committee, which agreed to recommend acceptance of the Employers' proposals submitted on January 30, did so without enthusiasm. It reported that the sentiment of the LSPU membership was overwhelmingly against acceptance of these proposals.

Both parties were evidently anxious to secure a long-term working agreement that would set a new pattern. Both appeared to be thinking in terms of an initial three-year duration for the new agreement. Many changes from the old agreement were proposed by each side, some of them of great importance in their potential effect.

Changes proposed by the NEA were designed to reduce the cost per ton of freight handled by more efficient use of manpower—confirming a reduced gang size, increasing the sling load, abolishing "restrictive practices," and introducing new equipment and methods (in particular, introducing a "side-port" vessel). Most important was the Employers' desire to see

a reduction of the longshore labour force to a smaller number of men that could be offered substantially full-time employment. In return, the Employers were prepared to offer some increase in wages (an increase of four cents per hour three times in successive years) and a doubling of their contribution (from 16 cents to 32 cents an hour) to the Union Welfare Fund, with all of the increase going towards pensions that would allow an accelerated retirement of longshoremen.

The concern of the LSPU was centered on maintaining as large a number of hours of work for its membership as possible. While conceding the inevitability of modernization and mechanization in the industry, the Union was desirous of slowing the pace of change so that the rate of reduction in the number of hours of work available would not outrun too rapidly the rate of decline (through attrition) in the labour force.

To assist in the process of reducing the labour force, the Union had closed its books to new members since 1954 (except for a few new members allowed to join in 1957).

The Union strenuously opposed the introduction of a side-port vessel, which would require far less labour to unload than a conventional vessel. The Union's desire to maintain many "restrictive practices" was evidently also a matter of resisting labour-saving changes in work methods, though it was partly a question of maintaining safeguards against possible discriminatory practices by work supervisors.

Another crucial concern of the Union was to spread the available work as evenly as possible among all Union members who wished to make longshoring their main vocation. To this end, the Union sought the introduction of a port-wide gang rotation system. As a measure of security, the Union wished to control the rotation system through a Union dispatch office.

From the outset, the Board concentrated on trying to bring the parties together on the three major areas of disagreement, viz.:

1. The introduction of side-port vessels (proposed by the Employers).
2. The insertion of "flexibility of operations" clauses in the working agreement that would substantially eliminate restrictive practices (proposed by the Employers).
3. The introduction of port-wide gang rotation (proposed by the Union).

In respect of the side-port vessel issue, both sides commenced with an inflexible attitude. One of the members of the NEA, viz., Clarke Steamship Co., was planning to introduce a side-port vessel on its

Montreal-St. John's service with the beginning of the shipping season in 1965. The vessel intended for the service is under construction. Another side-port vessel of the company that was initially intended for this service had been put on the Great Lakes instead, because of the LSPU's objection to its introduction. The company reported that it was now operating the Montreal-St. John's service at a loss (see Exhibit E-1, p. 5 of original report) and had to cut costs and increase freight volume to be able to maintain the service. To this end, it insisted that a side-port vessel had to be introduced in 1965. The side-port vessel would be supplemented by one, or possibly two, conventional vessels on the same service. There was a prospect also of an additional side-port vessel, but this would not be introduced before 1967.

The Union representatives reported to the Board that a membership meeting had declared the introduction of a side-port vessel unacceptable and that it could not negotiate the issue unless this decision were reversed. A meeting was called by the LSPU on March 11 to place the matter once more before the membership, but the decision remained unchanged. The deadlock was partially resolved the next day when the Employers offered to negotiate separate agreements for conventional vessels and side-port vessels. This would allow the immediate conclusion of an agreement to cover current operations on the waterfront, leaving further time to negotiate on the issue of the side-port vessel, which was not to be introduced until 1965 in any case.

The "flexibility of operations" and other clauses concerned with the restrictive practices that were proposed by the Employers, are shown in Exhibit E-2 and listed in Addendum "A" to that exhibit. The Board pressed the Union to indicate the maximum extent to which it would go in meeting the demands of the Employers in this respect if the Union obtained concessions on other issues. The Union's summary of the NEA proposals and its own counter concessions are shown in Exhibits U-4 and U-5 respectively. While a substantial gap remained between the positions of the two parties, the Board had hopes that it might be closed if agreement were reached on other major questions.

The issue on which negotiations finally foundered was that of gang rotation and the size and composition of the longshore labour force. The Employers wanted to limit the longshore labour force to those men who had earned \$1,250 or more at longshoring during 1963. According to their records, this

would involve 373 men out of a total of 842 who had some earnings at longshoring (Exhibit E-3). The Employers felt that men earning less than that amount could not be considered as regular longshoremen, though they might serve as stand-ins to replace absentees on regular gangs.

The Union countered that the low earnings of some longshoremen were a result of discrimination inherent in the current system of hiring gangs—the "shape-up" in which company-appointed foremen personally selected their gangs for each operation. The Union brought out a list of 524 members who had registered their desire to share in the longshore work available. The Union allowed that a few men absent through illness might still be added to this list. In comparing the list with company records, it was found that it included 54 foremen and checkers (who are not included in the gang work force proper), so that the Union list in effect proposed 470 men to be part of the longshore labour force as against 373 proposed by the Employers. (According to an NEA check, the Union list contained the names of 136 men earning less than \$1,250 in 1963 but omitted names of 30 men earning that amount or more.)

The Union was quite adamant in insisting that all its members who had registered for the purpose should be included in the longshore labour force. In fact, the Union was determined to go further in insisting that all these men should be given an approximately equal share of the available work. To this end, the Union proposed that the men be divided into gangs of fixed membership (the size of 21 men to a gang was agreed upon with the Employers) and that a port-wide rotation of these gangs should take place.

The Employers maintained that the Union-proposed system would lead to gross inefficiency. Sharing the work equally among such a large number of men, they believed, would mean that no man would have an adequate income, and that good men would not be prepared to remain longshoremen under these conditions. They also opposed port-wide rotation, though they agreed to a "parent gang" system, which would allow for rotation of gangs on individual premises or groups of premises. This would allow each major employer or group of employers to work with a labour force accustomed to the peculiarities of operations on their respective premises. The principal employers—Furness Withy and Clarke/CSL—agreed each to accommodate seven gangs of 21 men. The remaining gangs (employed principally by CNR and Harvey's) would be rotated in one group.



The Board wished to achieve a compromise on this question, suggesting that rotation might be maintained within three groups, rather than port-wide, but that the total number of gangs should be allocated in proportion to the amount of work offered by each group and that a periodic review should be made to re-allocate gangs to maintain balance. In respect of the total number of men (and therefore of gangs), the Board felt that the positions of the two parties in practice would be found to be much closer together than might at first appear to be the case.

Although the Union insisted that it could never agree to splitting its members between those who would be admitted to the gangs and those who would not, it did concede that among the 524 who registered (470 after subtracting foremen and checkers), there could be several who put down their names as a matter of "insurance," but who would probably not turn out for work regularly. The Union was agreeable to the proposition that men who were frequently absent (except through illness or for compassionate reasons) should be dropped from the regular gangs, but should be allowed to function as "floaters" to fill in for temporary absentees on the gangs.

The question of how many gangs could be made up was discussed at length. The Union mentioned a total of 18 gangs having been employed at a period of peak activity in the summer of 1963. The gang size then was 26, so that at the new gang size of 21, at least 22 gangs could be put together. This corresponded closely to the Union's figure of 470 men being available. The Employers resisted so large a number of gangs, and were considering a maximum to be 18 gangs (seven for Furness Withy, seven for Clark/CSL and four for the remaining operations). At 21 men to a gang, this would come close to the 373 men considered acceptable as longshoremen by the Employers.

The Employers complained that as it was, it sometimes happened that not enough men could be found readily available for the work at hand. The Union contended that this happened only with the smaller ships when larger ships were about to be discharged at the same time. Men would avoid being mustered for gangs that would have a short job unloading a small ship, for fear of losing out on a gang that would have a longer job unloading a large ship. A gang rotation system would eliminate this.

The Board felt that the question of the number of gangs would take care of itself

within a reasonably short period of time—allowing the Union's initial number of 22 gangs to be cut back to the Employers' number of 18 through retirement and other normal attrition. The bolstering of the Union pension fund that would result from the increased contributions offered by the Employers should allow for the retirement of 32 longshoremen who would be 65 or older within the coming year (Exhibit U-6). Weeding out of "non-reporters" from the gangs after they were in operation for a while, would undoubtedly reduce the numbers further.

The question of the pension fund was discussed at length. The parties both agreed that a major share of any increased payments made by the Employers should go to the pension fund rather than to wages. The Employers, in their offer of January 30, agreed to an extra 16 cents a man-hour to be devoted to pensions. They estimated that this would amount to a total of \$312,000 for a three-year period—or \$104,000 a year. According to data supplied by the Employers, however, the number of man-hours worked during 1963 (excluding salt and coal operations not coming under the working agreement being negotiated) was 541,886, which at 16 cents an hour, would amount to about \$86,700 a year.

The total amount of work available has been steadily declining in recent years (Exhibit E-5), and the Employers expect a considerable decrease in the number of hours worked with the introduction in 1964 of a 21-man gang (instead of a 26-man gang), and elimination of some restrictive practices. Therefore, it seems highly likely that the man-hour total will be markedly lower than in 1963, so that the total additional contributions of the pension fund would probably be in a range of \$60,000-\$75,000 a year. Even this amount, however, could allow for very worthwhile pensions for the presently active longshoremen who will be 65 or older in 1964.

Negotiations finally foundered on the question of gang rotation and composition. The Union insisted on port-wide rotation, while the companies were prepared to consider only rotation separately on three groups of premises. The Union also insisted that all its members who had registered for the purpose should be allocated to gangs, whereas the Employers were still not reconciled to going beyond 18 gangs.

In a last minute effort to secure at least a temporary agreement, the Board suggested a one-year contract with a minimum of change from the previous agreement. This would give time for a further effort, to

assess the effect of the introduction of side-port vessels and the possibilities of accelerated retirement in the light of the Canada Pension Plan and increased resources of the Union Pension Fund. Both sides responded to this suggestion.

The Union offered to sign a one-year agreement on the basis of current conditions, but with the use of a 26-man gang instead of the 21-man gang, the introduction of which had already been agreed upon earlier. Alternatively, they offered a one-year contract with a 21-man gang and port-wide rotation. The Employers offered a one-year contract with a five-cent-an-hour wage increase for a 21-man gang and introduction of management rights (flexibility of operation) clauses. Neither side responded to the offer of the other party. At this, the Board declared that it had exhausted the possibilities of negotiation and would process to draft a report for submission to the Minister of Labour.

### Findings of the Board

In the Board's opinion, the difficulties in finding a satisfactory solution to the employment problems of the longshore labour force in St. John's can be traced to basic underlying weaknesses in the Newfoundland economy, exacerbated by the effects of public policy in respect of transportation. (Various aspects of the problem are discussed in P. Copes, *St. John's and Newfoundland*, Ch. VII, published in 1961 by the Newfoundland Board of Trade.)

The labour requirements for longshore work in St. John's have diminished considerably during the past decade, because of a decline in traffic and advances in mechanization and modernization. However, the transfer of longshoremen to other lines of work has been hampered by the lack of alternative skills of most of the men concerned, and the extraordinarily high levels of unemployment prevailing in Newfoundland. According to the Canadian *Labour Force Survey*, the average annual rate of unemployment in the province varied from 17.9 to 20.5 per cent during the years 1958-62, declining to 14.6 per cent in 1963. For many longshoremen alternative work opportunities for practical purposes are non-existent. While new entrants have been barred from the longshore labour force, the slow rate of attrition, in combination with the reduction in work offered, has meant a low and declining income for the longshoremen. The bulk of the men earn less than \$2,500 per year (Exhibit E-3).

Low earnings and lack of alternative work have given the longshoremen no incentive towards productive effort. On the

contrary, it is only by stretching the work and resisting the introduction of labour-saving techniques that the longshoreman—who is paid by the hour—can hope to keep up his income in the short run. Under these circumstances, the St. John's longshoreman is under great pressure to keep his productivity low.

The decline of port traffic in St. John's stems partly from a reorientation of Newfoundland's trade since Confederation, with more of the inflow coming from mainland Canada. A public policy of heavily subsidizing the CNR to route traffic across the Cabot Strait and by rail across the island has harmed St. John's, depriving it of its natural advantage as the port of entry for eastern Newfoundland, utilizing basically cheap tidewater transportation.

Low productivity and the decreasing volume of traffic have made St. John's a high-cost port (Exhibit E-1), which, in turn, has discouraged the use of the port for operators and further reduced traffic. Many shipping lines have dropped St. John's from their service during the past 15 years. There is a legitimate concern on the part of the remaining operators that a failure to reduce the relative costs of operation in St. John's will force further reductions in traffic.

The question of cost reduction in port operations is evidently most important in respect of the Montreal-St. John's shipping service, which must compete directly with the rail-water-rail service of the CNR. The Clarke Steamship Co. Ltd., operating the Montreal-St. John's service, however, does see an opportunity to expand traffic. New through-rate and division arrangements were worked out with the CNR in 1963, which could facilitate a greater volume of through traffic using direct water transportation from Montreal to St. John's. In conjunction with this, Clarke Steamship plans to introduce a side-port vessel that would allow highly mechanized cargo handling and thereby reduce costs.

This type of operation would require a much-reduced labour content in a ton of freight handled, and the immediate effect of the introduction of a side-port vessel would be a significant drop in the amount of work available to longshoremen. It is a matter of speculation to what extent this would be offset—or more than offset—in the long run by the increased volume of traffic generated. Clarke Steamship maintains that, in any case, the introduction of a side-port vessel will be necessary to allow the Montreal-St. John's service to operate with a profit.

For the Union, the prospects of further mechanization are discouraging. Its experience in recent years has been that the



reduction in work available has outrun the reduction in the labour force. In an effort to minimize the effect on longshoremen's incomes, the union is bound to attempt to slow the rate of displacement of labour by equipment. From the standpoint of the overall effect on the income of the community, the introduction of new capital investment, such as the side-port vessel, is open to question. This type of operation could reduce the amount of work available both to railwaymen and longshoremen. As the local economy does not offer alternative work opportunities, the introduction of advanced equipment could mean simply the substitution of outside capital for local labour, with a net decrease in local income and a further increase in local unemployment.

The Employers have made the point that a modernized and mechanized operation could offer a much-improved income to a limited number of men working full time. From the standpoint of efficiency and cost reduction, they consider it important that they should operate this way, and they believe that this type of operation should appeal to the more-skilled men who would remain in the longshore labour force. The Union made it clear, however, that its membership was adamant in demanding that the work should be shared among all men desiring to remain longshoremen. Union representatives maintained that votes among the membership had showed unanimity on this issue.

Not only did the Union demand that none of its members be dismissed from the longshore labour force, it also demanded an advance towards equalizing wages by means of the gang rotation system. There was evident resentment against the present "shape-up" system (where foremen pick their men for each job), with its opportunities for favouritism and other possible abuses. The Employers, on the other hand, feared that a levelling out of wages at a low average would be discouraging to the better men who are now drawing above-average pay.

In attempting to maintain maximum effective income for the longshore force as a whole, another consideration is the amount of unemployment insurance that can be collected. With even sharing of the work, a maximum of unemployment benefits could be obtained, as all men would earn enough credits to qualify and still be sufficiently short of full employment to draw full benefits. Men dismissed from longshore work or obtaining only occasional employment may not earn enough credits to qualify for unemployment insurance,

while fully employed men are not entitled to benefits. Reorganizing the longshore labour force into a fully employed and a (mostly) unemployed group would reduce the total income available to longshoremen.

The prospects of port operations in St. John's are greatly affected by certain aspects of public policy. Most notable in this respect is government subsidization of CNR services across the Cabot Strait and by rail across Newfoundland. This has syphoned off traffic that would naturally have flowed through the port of St. John's. This diversion will be strengthened by the new ferry that will be put on a service to Argentina, and by the new rail ferry for the North Sydney-Port aux Basques service. On the other hand, a government subsidy is assisting in the construction of a side-port vessel for the Clarke Steamship Co. Ltd. that is intended for the Montreal-St. John's service, while government funds have also been spent on the modernization of St. John's harbour that will further facilitate this service. It is not apparent that various government efforts to improve transportation services into Newfoundland have been co-ordinated. In the absence of a stated policy in respect of the incidence of government support to rival means of transportation, it is difficult to foresee what their relative prospects will be in the future.

There is no doubt that the long-run solution to the problems of operation in the port of St. John's requires a small but efficient and well-paid force of longshoremen using the most modern equipment and techniques. The process of adjustment is a painful one, however, and the legitimate claims of the men presently occupied in the industry involve concessions that retard the pace of modernization.

Anything that can be done to draw men out of the industry will help in the adjustment. Acceleration of pensioning is one means. At present, men with 25 years of membership in the LSPU (which means almost every member close to retirement age) can draw a pension of \$40 a month on retirement, which is optional after 65 and compulsory after 70. This arrangement does not induce many men to retire before 70, as they are not yet entitled to the Government's old-age pension of \$75 a month.

The proposed Canada Pension Plan could make a difference, as there is apparently an option planned that would allow men to start drawing a government pension at 65. If this materializes, a moderate pension from the LSPU pension fund should justify compulsory retirement of longshoremen at 65. Failing such arrangements under the proposed Canada Pension Plan, it may prove

possible to offer retiring longshoremen a pension at 65 that is \$75 higher than the pension the Union gives at 70. The extra \$75 could then be withdrawn at age 70 when the government old-age pension comes into effect. There appear to be 32 longshoremen ready for retirement at 65 within the coming year (Exhibit U-6). Unfortunately only another 42 will be ready for retirement within the succeeding four years.

Several longshoremen pursue more than one occupation and work on the waterfront on a casual basis only. Among the 470 men that the LSPU wishes to include in the gang system there are undoubtedly many men in this category. It seemed agreeable to Union representatives that such men would be struck from the roll if they failed to appear regularly when their gang was called out. In view of the large number of men of these 470 who did little work as longshoremen in 1963, it is likely that a significant number would not show up regularly, and could therefore be struck from the roll fairly soon after the introduction of a regular gang system. There is also the possibility of offering a severance bonus to men with some alternative occupational opportunity who would voluntarily withdraw their name from the regular gang rolls.

The NEA complained before the Board about the many restrictive practices (Exhibit E-6) and the generally low level of work output. Where the danger of a longshoreman "working himself out of a job" is so acute on the St. John's waterfront this is hardly surprising. What seems much needed is an incentive for men to raise their productivity. This suggestion did not receive a very eager response from either side. There are obvious difficulties in measuring productivity—the amount of freight handled per man-hour will naturally vary for different types of cargo and different kinds of operation. It should not be too difficult, however, to get a general measure of productivity for the port as a whole or for individual premises, based on total tonnages handled and total man-hours worked. On a collective basis, at least, advances in productivity could then be ascertained.

It might be profitable to employers to offer a wage bonus in proportion to gains in productivity. That is, with each 1-per-cent gain in tonnage handled per man-hour, a 1-per-cent increase in the hourly wage might be offered. The effect would be that the total take-home pay of men would be the same, while working time would be reduced by 1 per cent. The employers would have the same total wage bill for

longshore work, but they would gain from the faster turnaround of ships and greater economy in the use of equipment and plant. Regular posting of the results of productivity measurements might make the men productivity conscious and the payment of a few bonuses might awaken an incentive towards greater productivity.

### Recommendations of the Board

The Board recommends that the parties conclude a working agreement modelled on that previously in operation, but incorporating all changes on which mutual agreement was reached before the conciliation officer, plus the following items:

1. The agreement initially should run for three years, viz., from January 1, 1964, until December 31, 1966, with provision for year-to-year extension in the usual manner.

2. The agreement should cover all relevant operations other than those pertaining to side-port vessels.

3. The agreement should provide for a system of rotation of regular gangs, each of 21 men. All LSPU members declaring their intention to become regular gang members should be given a place on a gang initially. Names should be struck off on retirement, voluntary withdrawal, and for repeated failure to report for work (except in case of illness or absence on compassionate grounds). The gangs should be arranged in three groups (Furness Withy, Clarke/CSL, and the remainder), and rotation should take place within each group. The number of hours worked by each gang should be posted, and the gang with the lowest number of hours in each group should have first call on the next assignment. The number of gangs in each of the various groups should be kept in proportion to the amount of work offered by the respective groups. The companies should operate dispatch offices for the gangs in their groups. The Union should operate a dispatch office for floaters available for casual work to stand in where gangs are under strength. A joint Consultation Committee of the NEA and LSPU should supervise the operation of the rotation system under agreed rules. The Committee should deal with the composition of gangs (allowing the employers to exercise their preferences for particular men), the periodic reduction of gangs with attrition of the labour force, the re-allocation of gangs among the three groups to equalize gang earnings, and other relevant matters.

4. The flexibility of operation and related clauses proposed by the NEA should be incorporated in the agreement, with some amendments to satisfy the strongest objections of the LSPU. The version suggested by the Board is attached as Appendix "A."

5. The wage raises offered by the Employers of three successive increases of 4 cents plus 16 cents per man-hour towards the pension fund, should be introduced and made retroactive to January 1, 1964.



The Board further recommends that an immediate enquiry be instituted by the Department of Labour to ascertain as far as possible the short-run and long-run implications for waterfront operations in St. John's of the introduction of side-port vessels. Consideration should be given to the following factors:

Increases in the volume of cargo handled by the port, possible reductions in freight charges, in the volume of longshore work offered, the extent of redundancy caused in the longshore labour force, the possibilities of compensating for redundancy through accelerated retirement or severance incentives, the changes in work methods involved and their effects on the operation of the gang system, and the implications of various government policies in the field of transportation in their effect on the prospects for an increased share of traffic from the mainland to be routed through the port of St. John's.

It is recommended that the results of the analysis of these factors be made available at the earliest possible date to the NEA and LSPU, so that the parties will soon be able to resume negotiations concerning the proposed introduction of side-port vessels in St. John's, with more adequate information at their disposal.

(Sgd.) P. Copes,  
*Chairman.*

(Sgd.) L. Dobbin,  
*Member.*

(Sgd.) Francis J. Elliott,  
*Member.*

#### Appendix "A"

Clauses proposed for inclusion in the agreement under recommendation No. 4:

##### Item 19

(a) Men may be ordered to work for 8 a.m., 1 p.m., 6 p.m., and midnight.

(b) Men ordered for work or back to work at night shall be paid at the prevailing rate for the full period—except where weather or mechanical breakdown on shipboard or Employers' premises does not permit work to be carried on, or in the event of a ship finishing up, in which case each gang will be paid until its hatch is finished, but in no event shall

they receive less than two (2) hours pay at the prevailing rate. When men refuse to work because of weather conditions, the above minimums will not apply.

##### Item 23

The basic gang to be employed when loading and unloading vessels shall consist of 21 men, excluding foremen.

When employing such a gang for the handling of cargo from the hold of a vessel to the place of rest in the said shed and/or from the shed to the place of rest in the vessel, the sling load will be 2,000 pounds, 5% more or less, except in the case of a single piece or package. In the case of palletized cargo, strapped and carried as a unit load, there shall be no lift restrictions, except that imposed by the capacity of ships' gear, lift-trucks, or other mechanical equipment.

##### Item 26

A hatch may be started with a minimum of eighteen (18) men, provided that the Union dispatch office is immediately requested to send stand-ins. When men present themselves to complete the gang, they shall be paid from the time they are actually put to work.

##### Item 37

(a) The Employers will be the sole judge in determining when work on any vessel will begin. The Employers reserve the right to begin work on their vessels, stop work, and resume work as required. The Employers will decide the number of gangs they may require to be employed on any vessel at any time to handle the loading or discharge of cargo. The Employer may put gangs to work, transfer gangs from hatch to hatch or vessel to vessel, whether the work on hatch or vessel has been completed or not.

(b) The Employer reserves the right to decide how all men in the gang will be distributed to perform the work and to work vessels in any manner deemed necessary by the Employer, provided the number of hatches worked does not exceed the number of gangs employed on hatches.

(c) The Employer reserves the right to choose his shedmen, that is, checkers-sorters-lift-truck operators, from among the Union members, subject to their meeting the required qualifications.

(d) The Employer shall be the sole judge of how all men in the gang will be deployed and how all work will be performed in connection with the loading and unloading of vessels, railway cars and trucks; the receiving and delivery of cargo; and the handling of all freight on the terminals, including allocation of men to sort cargo, irrespective of their gang attachment or hold from which cargo is discharged.

Article 1—"and Customs" to be retained.

A record number of complaints was again lodged with the United States National Labor Relations Board in 1963, according to the Board's annual report. The large number of complaints was attributed to the effect of the 1959 Landrum-Griffin Act, and to national economic growth, geographic shifts in industry, and automation.

Of the 25,371 cases filed, 14,166 were complaints about unfair labour practices—an increase of 5 per cent over the number filed in 1962 and a record for one year.

# Canadian Railway Board of Adjustment No. 1

## Releases Decisions in Two Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in two cases heard in March. These cases, both of which had been submitted to a referee, are the last two decided by the Board, which ceased to exist on February 29 (See page 371).

The first dispute was over the disciplining of a train crew in connection with delays to work trains, and the second involved a claim by the Telegraphers union that the work of transmitting certain reports by means of integrated data processing (IDP) equipment, which had been given to members of another union, should properly belong to its members.

In the first case, the contention of the employees was partly sustained; in the second, their grievance was dismissed.

The two cases, Nos. 822 and 823, are summarized below.

**Case No. 822—***Dispute between Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen over the company's conduct of an investigation into delays to work trains and the disciplining of a train crew as a result thereof.*

On two occasions there were delays to trains operated by the same crew. Three days after the second incident the company held an investigation, after which it assessed discipline to all members of the crew. The conductor was suspended for 30 days and demoted to brakeman for six months, the engineer was suspended for 30 days and demoted to engine helper for six months, and the other two, brakemen, were each suspended for two weeks.

The union protested against the disciplining of the crew, contending that according to an article of the agreement the accused were entitled to be given an opportunity to question the witnesses about their evidence, and that they had not been given this opportunity.

The company contended that the investigation had been properly conducted, and that it had shown that unwarranted delays had occurred, which fully justified the assessment of discipline against the crew members.

This case was submitted to a referee, whose award constituted the decision of the Board.

The referee rejected a plea by counsel for the company that, since the Canadian Railway Board of Adjustment No. 1 had

ceased to exist after February 29, 1964, he could not properly function as referee. "I am of opinion that a regular submission of a dispute to a referee who is regularly appointed invests him with jurisdiction to complete his assignment notwithstanding that the actual hearing and disposition take place after the machinery has been dismantled. The effect of the dismantling is prospective and does not affect what has regularly been done and authorized under a subsisting agreement" the referee contended.

The referee in his award said it was clear that the union was protesting the propriety and conduct of the investigation held by the railway into the alleged delays to the trains and was denying the validity of the discipline imposed and was also asking that the discipline be set aside and a proper investigation held.

"An examination of the transcript of the investigation does not disclose any irregularity in its conduct of which the Brotherhood can complain. The fact that the railway did not bring the accusers forward or did not disclose to the train crew any statements made adverse to them is not a matter for objection now, when the train crew made no request for such confrontation or disclosure at the time the investigation was held. They knew the purpose of the investigation and had the opportunity of representation by a fellow employee if they so desired," the referee said.

The referee went on to say that "the concern of the Board of Adjustment and of the referee is not so much with the scope of the investigation (so long as one is held before discipline is imposed . . . ) as it is with the justness of the discipline."

He said that the union could not properly claim a right to a second investigation "merely because it was dissatisfied with the first one." The Brotherhood had not put before him any evidence sufficient to destroy any conclusions to be drawn from the investigation relating to the charges.

Of the three men involved in the appeal, the conductor, who had been suspended for 30 days and demoted to brakeman for six months, had been disciplined for "gross neglect of duty resulting in extensive and costly train delays," the referee pointed out; and, without going into the facts, he could not say that the charges made against the man were not justified.

The other two men, however, were in a different position, having been disciplined for "providing false and evasive answers at



investigation concerning train delays." This conclusion had nothing to do with the charges that were being investigated, and the discipline in this case was not warranted, the referee said.

The railway did not, and apparently could not reasonably find that [the two men] were implicated in the alleged train delays. The two brakemen may have been unsatisfactory witnesses from the railway's point of view, but surely it reaches the height of arbitrariness to punish them because their answers were evasive or even false. The character of their evidence at the investigation may have justified an adverse finding on the charges, but it could not itself become a matter for which discipline could be meted out.

The railway has established out of its own mouth that neither [of the men] was guilty of the alleged train delays, and to punish them because they did not condemn themselves when, apparently, there was no other evidence to condemn them, is a flagrant abuse of elementary principles of justice.

The referee declared that the discipline imposed upon the two brakemen was completely unjust, and he directed the railway to compensate them at proper rates of pay for their two weeks' loss of work.

**Case No. 823—***Dispute between Canadian Pacific Railway Company (Pacific Region) and Order of Railroad Telegraphers about the union's claim that its members had an exclusive right to perform the work of transmitting certain daily train and car report forms, which was being done at South Edmonton on integrated data processing equipment by clerks who were not members of the Telegraphers' union.*

Before June 1, 1962, daily train and car report forms and operating report forms were prepared in skeleton form by the dispatcher on duty and completed by the operator on duty, who then transmitted them by telegraph to regional headquarters.

On June 1, however, two new forms were introduced at South Edmonton and during that month the reporting of train and car movements was done on both old and new forms. The new forms were designed for use on integrated data processing (IDP) machines.

On July 1, the use of the old forms was discontinued and thereafter the reports were transmitted exclusively on the new forms by the yard office clerical employees.

The Order of Railroad Telegraphers contended that the company had violated the agreement in assigning the work of transmitting the reports to employees outside the scope of the agreement, and asked that the company be required to restore the work at the South Edmonton office to the telegraphers.

The union cited this article in the agreement:

All employees assigned by proper authority to railway telegraph or telephone service of any character or duration, also station agents incorporated within the accompanying schedule of rules and wages, will be considered as telegraphers within the meaning of this schedule and are so called herein.

The union contended that the original of this rule, as it appeared in the 1902 agreement, "did not contemplate that employees other than telegraphers would be required or permitted to handle the railway's communication work, regardless of its character or duration." The phrase "railway telephone service" was added in the 1912 agreement after telephones had come into use and had gradually displaced the telegraph.

The union quoted also a clause in the agreement of February 1923: "Employees at any station other than where telegraphers or station agents are in charge will not be permitted, nor given facilities for doing the company's telegraph or telephone work."

The union argued that the telegraph referred to in the agreement did not mean only the Morse telegraph, but should be taken to include the various types of telegraph printing machines in use today, of which the IDP automatic or printing telegraph was one of the more recent developments.

The company, in its contention, argued that "work associated with teletype and integrated data processing procedures is not and never has been the exclusive right of any particular classification. Since the very inception of these systems, the company has installed machines where they can most satisfactorily and efficiently meet the requirements of the service. It has, of course, been the general practice to have the work related to this equipment performed by the employees located in the offices where the machines are installed . . ."

The company said that such machines were in use in 71 offices. In 20 of them they were operated by employees represented by the ORT, in 46 by employees represented by the Brotherhood of Railway and Steamship Clerks. In two offices the machines were operated by employees represented by both unions, and in three cases by non-union employees.

The principle involved in the assignment of this work, the company continued, had been challenged by the ORT before the Board in 1956. The Board had referred the case back to the parties for further negotiation and as a result, a joint study had been undertaken that had culminated in an agreement effective April 1, 1960. This agreement

was patterned after a similar agreement with the Brotherhood of Railway and Steamship Clerks effective July 1, 1957.

"Neither of these agreements makes any reference to where IDP equipment will be installed or by whom it will be operated," the company said. It contended that both unions, by signing these agreements, had accepted the principle that "neither had any claim as to where such equipment would be installed or by whom it would be operated; and, in fact, the right of the company to withdraw such equipment from any office at any time was . . . fully recognized."

The company contended that the reference to railway telegraph or telephone service in the article quoted by the union "does not, and never has, included teletype or IDP equipment which, of course, were unknown media when the rule in question was negotiated."

The obvious purpose of the inclusion of the word "railway" in the phrase "railway telegraph" was to make it clear that the rule in the agreement had reference only to telegraph circuits when used specifically for railway service, the company asserted. "The schedule rule in question, therefore, accorded railway telegraphers the exclusive right to the use of the telegraph circuits for railway operating purposes . . . but nothing more."

This case was submitted to a referee whose award constituted the decision of the Board.

In his award the referee described the work that was the subject of the dispute. Under the new system, he wrote, the train dispatcher prepares the IDP form just as he prepared the old ones, "but instead of going to an operator for completion and

subsequent transmission by Morse telegraph, the form goes to a machine clerk who prepares a tape and a page copy of the form on a flexowriter, then feeds the tape into a transmitter, and then presses a button on the transmitter to activate it so that it processes the tape by automatic action thereafter."

There is no doubt that the operation of the IDP equipment involves functions akin to those formerly performed by ORT men on the Morse telegraph, "but there is equally no doubt that it involves functions, added elements such as the production of the tape, which were not present before, and which the CPR alleges to be purely clerical.

"For the ORT, these added elements are subsidiary to the transmission, as in a sense they are; for the CPR, they are the dominant features of the total operation, because the transmission occurs by merely the press of a button and depends squarely on the insertion of the tape into the equipment for that purpose."

Were it not for the agreements of 1957 (with the Railway Clerks) and 1960 (with the Telegraphers), "I would be hard put to deny the cogency of the ORT arguments. But the agreements represent an acknowledgement of a fact, namely, that the CPR's assignment of work on the IDP equipment had been made . . . as operating convenience dictated in particular locations . . ."

"I cannot sensibly make a finding that will place the disputed work in ORT hands," the referee concluded.

"The parties, have, in effect, rested on an empirical approach, and I cannot find any collective agreement ground on which I can impeach the CPR's conduct in the present case. In the result, the grievance is dismissed"

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An average increase of 3.1 per cent in straight-time hourly pay was provided by the main collective agreements negotiated in the United States in 1963, according to the United States Bureau of Labor Statistics. Of the 3,600,000 workers affected by these contracts, only 2,700,000 actually received increases; and for them the average increase was 3.4 per cent. The average for all employees, including those who received no increase, was 3.1 per cent. This compares with an average of 3.0 in 1962.

According to a survey conducted by the Bureau of National Affairs, the median wage increase in 1963 amounted to about 2.7 per cent, or 7.6 cents an hour compared with an increase of 7.4 cents in 1962. It was partly offset, however, by a rise in the cost of living of 1.5 per cent.

Again, as in other recent years, the gains were substantially greater in the non-manufacturing group of industries (10.1 cents) than in the manufacturing (7.0 cents). The construction industry led with a gain of 14.9 cents an hour. In the petroleum industry the gain was 13.0 cents, in shipping 11.0 cents, and in trucking 10.2 cents.

A larger proportion of the agreements than ever before, namely 53 per cent, provided for deferred wage increases. In 1961 and 1962 the percentage was 51, and in 1960 it was 47.

There were also substantial gains in fringe benefits in 1963.



# Legal Decisions Affecting Labour

*British Columbia Supreme Court quashes certification order  
Ontario High Court dismisses motion to quash certification*

In British Columbia, the Supreme Court held that, although the Labour Relations Board under various provisions of the Labour Relations Act is bound in certification proceedings to give to all interested parties an opportunity to present evidence and make representations, the Board is not obligated to grant an oral hearing. However, when the Board certified a union without giving the company an opportunity to know or answer the union's reply to the company's written submissions, the Board's conduct was a failure to act judicially and the certification order had to be quashed.

In Ontario, the High Court refused to quash a Labour Relations Board order on the ground that the Court has no power to review the Board's ruling on the ground of an alleged error on the part of the Board. The order certified the United Steelworkers of America as the bargaining agent of the employees of the International Nickel Company of Canada Ltd.

In addition, the Court upheld constitutional validity of Ss. 79(1) and 80 of the Ontario Labour Relations Act, which, respectively, confer on the Labour Relations Board exclusive jurisdiction to determine all questions of fact or law that arise in any matter before it and preclude judicial review of the Board's decision, except on the ground that the Board acted outside its jurisdiction.

## British Columbia Supreme Court . . .

### ...quashes certification order because of Labour Board's failure to act judicially

On October 9, 1963, Mr. Justice Lord of the British Columbia Supreme Court, in *certiorari* proceedings, quashed an order of the Labour Relations Board on the ground that the Board failed to act judicially when in certification proceedings: the Board gave the company no opportunity to know or answer the union's reply to the company's written submissions.

The order certified Local 351 of the Miscellaneous Workers, Wholesale and Retail Delivery and Helpers Union as bargaining agent for the employees of Loomis

Armored Car Service Ltd. After the certification, the company applied to the Court by way of *certiorari* to quash the certification order.

The first ground upon which the company relied in its application was that the Board exceeded its jurisdiction by failing to give the company any, or, alternatively, adequate opportunity to give evidence on two questions: (a) whether the employees constituted a unit appropriate for certification; (b) whether "guards" are employees as defined by the British Columbia Labour Relations Act.

Under Section 62 of the Act, subsections (7) and (8) provide that the Board may receive and accept such evidence which, in its discretion, may be deemed fit and proper, and that it must give an opportunity to all interested parties to present evidence and make representations. Regulations made under the Act set out procedures for the sending of notice of application, the submitting of observations, the requesting and the granting of a hearing.

Solicitors for the company sent a letter to the Registrar of the Board requesting a hearing. They enclosed a written submission and detailed the nature of further evidence to be presented. The Registrar answered the letter and stated that the Board had considered the submissions and would consider any further evidence tendered by the Company. The letter made no mention of the request for a hearing.

The company's solicitors wrote another letter containing a written submission and renewed the request for the hearing and gave reasons for the request. The hearing was not granted and the union was subsequently certified by the Board.

Before Mr. Justice Lord, the company relied on the decision of Mr. Justice Wilson in *The Martin & Robertson Ltd. and Labour Relations Board (B.C.)* (L.G. 1954, p. 1155), where the company wrote the Board and requested a hearing in order to present certain evidence, and the Board ignored the request and certified the union. Mr. Justice Wilson ruled that the Board's refusal to entertain the evidence, without knowing

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

something about its relevance or admissibility, was a refusal of jurisdiction.

Mr. Justice Lord distinguished the *Martin & Robertson* case from the situation under review. In the *Martin & Robertson* case the Court dealt with a request to present evidence. In the case at bar, the company made a written submission in which they set out the type of employees involved and their duties, and which it invited the Board to consider before certifying the union. Although under various provisions of the Act and regulations the Board is bound to give to all interested parties an opportunity to present evidence and make representations, there is no obligation to grant an oral hearing.

In these circumstances, Mr. Justice Lord held that the Loomis Company had not been denied an opportunity to present evidence. It made two submissions, the latter a lengthy one that stated facts that the Board might very well have accepted as evidence. The Board exercised its discretion by not granting a hearing and that discretion should not be interfered with.

The second ground upon which the company challenged the certification order was that the Board acted contrary to the established principles of justice and therefore in abuse and in excess of its jurisdiction by: (i) failing to inform the company of the nature of the representations made by the union after the union had been informed of the nature of the company representations and had been supplied with a copy of the company's written submissions; (ii) inviting the company to make further representations without informing the company that the union had made representations to the Board and without disclosing to the company the nature of the representations.

Mr. Justice Lord stated that the evidence before him confirmed the company's contention. He held that such procedure violated the principles established in *Board of Education v. Rice* [1911] A.C. 179. The Board, in arriving at a certification decision, acts in a judicial capacity and the principles that govern the Board were outlined in the *Rice* case by Lord Loreburn when he stated that:

[a Board] must act in good faith and fairly listen to both sides, for that is a duty lying upon everyone who decides anything . . . They can obtain information in any way they think best, always giving a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view . . .

But if the Court is satisfied either that the Board have not acted judicially in the way I have described, or have not determined the question which they are required by the Act to determine, then there is a remedy by *mandamus* and *certiorari*.

Mr. Justice Lord stated that in the case at bar there was nothing resembling a debate. The union was allowed to see the submissions of the company and to reply to them. But that reply was not shown to the officials of the company, who knew nothing of its existence until the union was certified. The union representations were prejudicial to the company and the company had no opportunity of correcting or contradicting them.

Therefore, he ruled that the Board did not act judicially under the circumstances and he granted a *certiorari* to quash the certification order. *Re Labour Relations Act; Re Loomis Armored Car Service Ltd's Certiorari Application*, (1963), 45 WWR, Part 6, p. 349.

## Ontario High Court . . .

### . . . upholds certification order on ground that Court has no power to review decision

On November 1, 1963, Chief Justice McRuer of the Ontario High Court dismissed a motion to quash a certification order of the Ontario Labour Relations Board. The motion was made on behalf of the members of Local 598 of the Sudbury Mine, Mill and Smelter Workers' Union, by way of *certiorari*, for an order to quash the certification of the United Steelworkers of America as the bargaining agent of the employees of the International Nickel Company of Canada Limited, or, in the alternative, that the Ontario Labour Relations Board be directed to hold a proper hearing and reconsider its decision leading up to and including the order for certification.

In dismissing the motion, the Court held that, under the provisions of the Ontario Labour Relations Act, the Ontario Labour Relations Board is created for the purpose of an orderly regulation of labour relations and not for the purpose of keeping labour relations in a perpetual state of turmoil by multitudinous applications for the reconsideration of its decisions from time to time.

The Board certified the Steelworkers union as a bargaining agent on October 15, 1962. An application for reconsideration of this order was made on October 17, and this application was disposed of on the merits and on the basis of the submissions made to the Board.



In the opinion of Chief Justice McRuer, the provisions of Section 79(1)\* of the Act do not contemplate an infinite number of applications for reconsideration of the decisions of the Board. The Act provides that, when the Board makes a decision, any of the parties may apply to have that decision reconsidered; however, the Chief Justice expressed doubts that the Legislature intended that when the Board has once reconsidered a decision it might be asked to reconsider the decision not to reconsider its decision and that this could go on *ad infinitum*. Once the Board has considered an application for reconsideration of a decision in an orderly way and refused the application, it ought not to be asked to reconsider its decision not to reconsider the substantive decision, except in the most unusual circumstances, and those circumstances did not exist in the case at bar.

Dealing with the jurisdiction of the Labour Relations Board in matters of law and fact as contained in Section 79(1) and the privative enactment of Section 80† precluding judicial review of the Board's orders, the Chief Justice held that the Labour Relations Act, as amended, confers on the Board exclusive jurisdiction to determine all questions of law and fact leading up to certification of a trade union and this jurisdiction covers the sufficiency and

reliability of the evidence of employee membership presented by the applicant union. So long as the Board has not acted arbitrarily but has operated within the jurisdiction conferred upon it according to the scheme and purposes of the Act, the Court is precluded by Ss. 79(1) and 80 from reviewing the Board's decisions on the ground of error on the part of the Board. Under the privative clause of Section 80, the review by the Court is open only to determine whether or not the Board acted within the limits of its jurisdiction.

Also, the Court dealt with the questions raised regarding the constitutionality of Ss. 79(1) and 80 of the Ontario Labour Relations Act. The union referred to the decision of the Ontario Court of Appeal in *R. v. Ontario Labour Relations Board, Ex p. Ontario Food Terminal Board* (L.G. 1963, p. 909), where the court held that the Board had no power to decide the questions of law, and where Mr. Justice Laidlaw said "that the Legislature could not give the Ontario Labour Relations Board exclusive jurisdiction to determine any question of law within the competence and jurisdiction only of a validly constituted court."

Chief Justice McRuer, relying on the judgments of the Supreme Court of Canada and the Judicial Committee, held that Ss. 79(1) and 80 are constitutional and do not offend S. 96 of the B.N.A. Act, and that it was not beyond the powers of the Legislature to clothe the Labour Relations Board with jurisdiction to make decisions of law incidental to its administrative duties. Obviously the Board must decide many incidental questions of law in the performance of its administrative functions.

Whether the Board may make decisions in law on matters collateral to its jurisdiction and be immune from judicial review is another matter, however. In other words, the Board cannot give itself jurisdiction by wrong decisions in law.

The motion to quash a certification order was dismissed. *Regina v. Ontario Labour Relations Board, Ex parte Taylor*, (1964), 41 DLR (2d), Parts 7 & 8, p. 456.

\*Section 79(1) reads as follows:

79(1). The Board has exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and to determine all questions of fact or law that arise in any matter before it, and the action or decision of the Board thereon is final and conclusive for all purposes, but nevertheless the Board may at any time, if it considers it advisable to do so, reconsider any decision, order, direction, declaration or ruling made by it and vary or revoke any such decision, order, direction, declaration or ruling.

†Section 80 of the Labour Relations Act reads: 80. No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court, and no order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, certiorari, mandamus, prohibition, quo warranto, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

The United States Supreme Court has ruled that a union's breach of its no-strike agreement does not relieve management of its duty to arbitrate. The unanimous decision was based on an earlier ruling that "there is no inflexible rule rigidly linking no-strike and arbitration clauses of every collective bargaining contract in every situation." The company involved took the position that by violating their contract's no-strike agreement, the union repudiated it.

# Recent Regulations under Provincial Legislation

*Ontario sets time limit for creditors' claims against public works contractors. Saskatchewan provides for recognition of tradesmen with certificates bearing the Interprovincial Seal*

## **Ontario Public Works Creditors Payment Act**

The first regulations to be issued under the Ontario Public Works Creditors Payment Act, 1962-63, were gazetted on March 4 as O. Reg. 45/64.

The Act, which is designed to ensure that persons who supply labour, materials or services to a contractor with a provincial government contract are paid in full, permits the Ontario Government to pay any creditors and deduct the amount paid from money due the contractor.

The regulations provide that, in the case of a contract for the Department of Public Works, a claim must be filed within 37 days after the last day on which the labour, materials or services were provided. In other cases, the time limit for filing claims remains 90 days as provided in the Act.

## **Saskatchewan Apprenticeship and Tradesmen's Qualification Act**

A new regulation under the Saskatchewan Apprenticeship and Tradesmen's Qualifica-

tion Act (Sask. Reg. 109/64, gazetted February 28) extended recognition to persons from other provinces who have passed the Canadian Interprovincial Standards Examination.

It states that a person with a completion of apprenticeship certificate in a designated trade issued by another province which bears the Interprovincial Seal is entitled to be recognized under the Saskatchewan legislation as a journeyman in that trade.

At present, interprovincial standards examinations are being used in examining for seven trades—carpentry, motor vehicle repair (mechanical), electrical construction, plumbing, sheet metal, heavy duty repair and auto body repair.

This year interprovincial standards examinations are being conducted on a trial basis for four other trades—bricklaying, painting and decorating, radio and television repair and refrigeration and air conditioning. If these examinations prove valid, interprovincial seals (Red Seals) will be issued in 1965.



# Monthly Report on Operation of the Unemployment Insurance Act

*Number of claimants for unemployment insurance benefit at end of February was about 8,000 higher than total at end of January but 15 per cent lower than at end of February 1963*

Claimants for unemployment insurance benefit numbered 607,100 on February 28. This total was about 8,000 higher than the January 31 total of 598,600 but 113,400, or about 15 per cent, lower than the total of 720,500 on February 28, 1963.

The general improvement in employment conditions compared with last year was reflected in lower totals of both regular and seasonal claimants of both sexes. The number of males was lower by 17 per cent and that of females by 19 per cent.

Seasonal benefit claimants made up between 25 and 30 per cent of the total on February 28, the same proportion as in February 1963.

## Initial and Renewal Claims

Initial and renewal claims filed during February numbered 171,600, a reduction of 34 per cent compared with January and about 9 per cent compared with February 28 last year.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in February was estimated to be 503,500, compared with 440,900 in January and 591,900 in February 1963.

Payments during the month totalled \$50,100,000, which was \$3,700,000 more than in January but nearly \$9,000,000 less than the February 1963 total of \$58,700,000.

The average weekly payment was \$24.89 in February, \$25.07 in January and \$24.81 in February 1963.

## Insurance Registrations

On February 29, insurance books or contribution cards had been issued to 5,135,733

employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 338,120, an increase of 314 since January 31.

## Enforcement Statistics

During February, 12,186 investigations were conducted by enforcement officers across Canada. Of these, 8,737 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 418 were miscellaneous investigations. The remaining 3,031 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 239 cases, 113 against employers and 126 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,521.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled \$28,923,696.56, compared with \$30,782,410.60 in January and \$26,381,492.32 in February 1963.

Benefits paid in February totalled \$50,127,421.02, compared with \$46,411,645.40 in January and \$58,741,718.11 in February 1963.

The balance of the Fund on February 29 was \$21,691,479.99; on January 31 it was \$42,895,204.45 and on February 28, 1963 it was \$39,442,839.47.

\* These do not necessarily relate to the investigations conducted during this period.

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In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

# Monthly Report on Placement Operations of the NES

Local offices of the National Employment Service reported 74,800 placements during March. This was the largest number of placements during that month in any postwar year except 1962 and was 14.0 per cent above the average for the month in the preceding five years. Compared with March 1963, placements increased by 10.0 per cent.

The demand for male workers continued to account for the rising number of placements. Men placed in employment in March numbered 50,200, an increase of almost 17.0 per cent over the number in March last year. Most regions participated in the increase, but the largest increase was made in Quebec, where there was a marked rise in activity on projects under the Municipal Winter Works Incentive Program.

The number of female placements was 24,600, a decrease of 1.6 per cent from March 1963. This, however, was the smallest percentage decrease reported thus far in 1964 and, once again, reflected a reduction in the number of women placed in casual employment.

Placements that required the movement of workers between local office areas amounted to about 2,700. This total was some 700 smaller than in March 1963 and represented only 3.7 per cent of all placements, compared with 5.1 per cent in the same month last year.

Cumulative placements for the first quarter of the current calendar year amounted to close to 215,000, or 4.4 per cent above the total for the same period in 1963. Regional distributions and percentage of change were as follows:

	March 1964*	3 Months Ended March 1964*
Atlantic	4,800 + 2.8	15,300 + 5.1
Quebec	23,300 + 23.6	68,900 + 11.2
Ontario	26,800 + 1.9	74,700 — 2.5
Prairie	12,500 + 9.3	36,000 + 5.8
Pacific	7,300 + 10.4	20,100 + 7.3
Canada	74,800 + 10.0	215,000 + 4.4

\* Totals may contain minor variations due to rounding.

The National Employment Service was notified by employers during the month of some 101,400 vacancies. This was an increase of 13.3 per cent over March 1963, and brought the cumulative total of vacancies notified during the first three months of 1964 to about 285,500. This figure has not been exceeded in any first quarter since 1947.

As might be expected from the placement figures, the increase in vacancies notified was concentrated among positions for male workers. There was a total of 66,600 male vacancies, up 22.3 per cent from March last year, and 34,800 female vacancies, a decrease of 0.8 per cent from the corresponding period in 1963.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB 2316, Feb. 26, 1964

**Summary of the Main Facts:** The claimant filed a renewal application for unemployment insurance benefit dated September 17, 1963. He had worked as a labourer for a construction company at a wage of \$1.50 an hour from September 6, 1963 to September 10, 1963, when he was laid off as the project was completed. Previous to this employment, he had worked as a carpenter for another construction company at a wage of \$2.25 an hour from March 1963 to August 17, 1963, when he was laid off because of lack of work.

On September 17 also, he applied to have his claim antedated to August 18 and said he had failed to make application for benefit at an earlier date because his employer had told him his insurance book was in

the employment office and was "held up because the plate was wrong."

"I didn't know I could file a claim without my insurance book. I have claimed benefits for three years, 1957, 1959, 1962. I was always given my book when I was laid off and I filed my claim immediately," the claimant said.

In a letter dated September 21, 1963, the claimant stated that he had contacted his former employer who maintained the reason his book was not given to him until September 17 was that it was "held up in your office due to the name plate being improperly stamped. . ."

The insurance officer did not allow the antedate of the claim because the claimant had not established good cause for delay in making his claim (Regulation 150 and section 46(3) of the Act).



The claimant appealed to a board of referees in a letter dated October 2, 1963. The letter reads:

Enclosed is my insurance book, plus my new claim. My previous claim, according to your information, expired September 21. Therefore, I appeal your decision in not paying my postdated claim, on the grounds that my employer would not supply my book because of an error in your office of being improperly stamped. I have always been informed that in order to make a claim I must supply my insurance book. During this time I have been available for suitable employment in this area, of which at the present time there doesn't seem to be any.

However, I appeal my postdated claim in the event it is again denied . . . .

In a further letter on October 27, 1963, the claimant said he was unable to attend the appeal hearing on October 31 "for the main reason I haven't any money."

My reasons for asking for this appeal are as before stated: I was informed that you must present your insurance book when making a claim . . . . As I have stated, I was informed by my employer that the reason he did not produce my insurance book at the time I was laid off was due to an error in your department, namely that the book name plate had the improper number stamped on the plate . . . .

The unanimous decision of the board of referees, which heard the case on October 31, 1963, reads:

. . . The claimant did not appear nor was he represented . . . .

It appears that he failed to make application for benefit before 17 September 1963 because, as he says, of the misplacement of his insurance book which, his employer told him, was held up at the employment office, and the claimant adds that he did not know he could file a claim without the book . . . . In fact, a claim could have been made in the absence of the book, and the book supplied at a later date, and we are not satisfied that the claimant has discharged the onus on him showing good cause why he did not file his claim on the date to which he now asks this board to antedate his claim, namely, 18 August 1963.

The appeal is dismissed.

The claimant wrote again on December 7, 1963 and mentioned, among other things, the inconvenience and hardship he had been caused by the disallowance of the antedate of his claim. On December 7, 1963 also, the claimant applied to the chairman of the board of referees for leave to appeal to the Umpire on the following grounds:

My appeal concerns the period I was unemployed, namely August 17 to November 18, 1963 . . . . I was unemployed during the forementioned period and have been denied unemployment benefit; the reasons given me for this decision are unfounded. [My employer] maintains the book was mislaid by the Commission and when finally [he] presented the book one month later, it was improperly stamped. I think it is your responsibility to see employers stamp the employees' books during the period of employment.

Leave to appeal to the Umpire was granted to the claimant for the following reasons:

There appears to be some doubt in this case as to the circumstances surrounding the appellant's failure to apply for benefits at the earlier date in respect of which his claim is made. I allow his appeal to the Umpire because in my view this amounts to a special circumstance.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. The reasons alleged by the claimant to explain why he was not in possession of his insurance book are not a relevant factor in this case.

2. The relevant factor, which is the claimant's alleged reason for his delay in making a claim, is that he thought he could not make a claim without having his insurance book. The claimant's lack of knowledge on this point could have been rectified by enquiring at the local office. The previous jurisprudence has held that this is the course which should be followed by a claimant under these circumstances and that his lack of knowledge, his indifference in this respect and his failure to make proper enquiries do not constitute good cause for a delay in filing his claim (CUBs 283, 508).

**Considerations and Conclusions:** The essential facts of this case are not in dispute and, as stated in effect in the above statement of observations, the unanimous decision of the board of referees, which is based on those facts, is also in accordance with the jurisprudence established by the Umpire in similar cases.

In view of the foregoing, I decide to confirm the decision of the board of referees and to dismiss the claimant's appeal.

## Decision CUB 2318, Feb. 26, 1964

**Summary of the Main Facts:** The claimant filed an initial application (postal) for unemployment insurance benefit, dated May 21, 1963. According to the application, she had worked as a payroll clerk in Toronto from September 16, 1940 to May 3, 1963, when she separated from this employment to be married. In the confirmation of separation (Form UIC 479) the employer stated, in regard to the claimant's severance from employment: "Married and moved to Manitoba."

On June 27, the local office of the Commission wrote to the claimant and requested the following information:

- (a) Name the type of work for which you are applying.
- (b) Name the locality where you prefer to work.

Also, on your application you have indicated you are available for temporary or part-time work. Would you advise for what period of

time you are available for work, and how long you would work if you were offered suitable full-time employment. Are you available for work on the basis of a full working week. If not, on what days are you available for work. Also, would you advise the reason you are only available for temporary or part-time employment . . .

In her reply, dated June 29, the claimant said the type of work for which she was applying was "payroll clerk or clerical duties." For the locality where she would prefer to work she named the village where she was living. "I would prefer temporary or part-time work as my husband is on shift work until October and it would be more convenient to work 3 or 4 hours per day, any days of the week or every day. If I were offered full-time employment in this locality I may be able to work for any length of time," she wrote.

The insurance officer disqualified the claimant and suspended benefit from June 30, on the ground that she had failed to prove she was available for work, as required by section 54(2)(a) of the Act, inasmuch as she was restricting her acceptance of employment to an area where employment opportunities were so remote that her availability for employment was too limited to meet the requirements of the Act. The insurance officer notified the claimant of the disqualification in a letter dated July 8, 1963.

The claimant appealed to a board of referees on the following grounds:

1. I am available for work at any location including [two villages] and the general area in this region.
2. I am prepared to accept any general clerical work although my previous employment was as a payroll clerk.
3. I am available for part-time or full-time employment if either is available.
4. I have not refused to accept work at any location although my first preference would be [her village].
5. I have been employed for 22½ years with [previous employer] of Toronto and Montreal and have made unemployment insurance contributions during this period. The fact that my married residence in some way restricts the availability of work in comparison to the Toronto area should not be a detriment because I am prepared to travel a reasonable distance if work is available . . .

The insurance officer commented that the November 1962 edition of the Canada Railway Guide shows the population of [the two villages] as 222 and 564 respectively. The insurance officer did not remove the disqualification, as he thought the claimant had had a reasonable period of time to explore the limited employment opportunities for her in the area where she now resides.

A board of referees heard the case in Winnipeg on August 14, 1963. The claimant was neither present nor represented at the hearing. The unanimous decision of the board, dated August 19, 1963, reads:

... The board has considered the well-established jurisprudence of the Umpire which holds that under normal circumstances a claimant moving from a larger centre to a smaller centre is entitled to a period of time equal to one week for each previous year of employment. Under the particular circumstances of this case, the board is of the opinion that allowing a claimant twenty-three weeks to explore the possibilities of obtaining employment in her new area would be unreasonable. However, the board is of the opinion that the claimant should have been allowed a total period of time equal to ten weeks from the date on which she applied for benefit.

Accordingly the board holds that the claimant has proved that she was available for work as required by the Act from 30 June 1963. Therefore, the indefinite disqualification from receipt of benefit commencing 30 June 1963 is rescinded.

As above stated, the appeal is therefore allowed.

As the board of referees stated that the claimant should have been allowed a period of 10 weeks from the date on which she applied for benefit to explore the possibilities of obtaining employment in her area before being disqualified, the insurance officer rescinded the indefinite disqualification but re-imposed it effective July 28, 1963, the termination of the 10-week period.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire on the following grounds:

I feel that the decision of the board of referees was unreasonable in only allowing me 10 weeks to find employment from the time I made application for benefit. Regarding grounds justifying leave to appeal to the Umpire they are as follows: (1) I have not refused to accept any type of work in the general area of [villages named in first appeal] and (2) Considering the fact that I did contribute to the Unemployment Insurance Fund since its existence or roughly for a period of 23 years, I feel that I should be entitled to more benefit than I have received to date, which is only nine weeks' benefit (3) If the jurisprudence of the Umpire holds that normally a claimant moving from a larger centre to a smaller centre is entitled to a period of time equal to one week for each previous year of employment, then I strongly feel that the decision of the board of referees in my particular case has been unfairly decided upon.

Leave to appeal to the Umpire was granted for the following reasons:

In my opinion this is a matter which might more properly be resolved by the Umpire. The reasoning of the board was that 23 weeks for a town the size of . . . was unreasonable because of the size of that town. However, the established jurisprudence is there and perhaps a clarification should be obtained. Accordingly, in view of the above, I feel that leave to appeal should be granted.



The employment branch supervisor of the local office, in a memorandum to the insurance branch supervisor dated October 22, stated that employment opportunities for a payroll clerk in the two villages were very limited. The largest industry in the area is a turkey eviscerating plant employing 40 to 60 workers, and this work is seasonal. Twenty-seven miles northwest is situated a pulp and paper mill that employs 385 male and 5 female workers. Any other existing employment opportunities for this occupation are situated 35 miles away or farther.

"It would be difficult for this applicant to find employment in this area under the registered occupation of payroll clerk. This difficulty would be compounded by the oncoming winter season," the memorandum stated.

In a memorandum dated November 7 to the regional claims officer, the employment branch supervisor of the local office said there was no record of vacancies in this office regarding this occupation of recent date. There were two firms where potential vacancies for this occupation might occur, but the records show very little staff turnover among female workers, and "from this we conclude that employment possibilities in these areas for a general clerk are quite limited."

The insurance branch supervisor wrote to the claimant on November 13 and requested the following information:

1. In what specific areas are you prepared to work?
2. Give the distance of each town from your home.
3. What transportation arrangements have you made to allow you to commute daily?

The claimant's reply dated November 15, 1963, reads:

1. I am prepared to work in the area of [her village and two others].
2. The distances from my home are 29 miles and roughly 35 miles.
3. If suitable employment is available, I could arrange transportation.

In the "Submission to Board of Referees" (Form UIC 571A) dated December 19, the insurance officer commented:

In deciding the claimant's appeal on the 14 August 1963, the board stated that the claimant should have been allowed a period of 10 weeks from the date on which she filed her claim for benefits to explore the possibilities of obtaining employment in her area. The insurance officer considered that the board's decision contained the implication that the disqualification under section 54(2)(a) of the Act for failure to prove her availability should be re-imposed from 28 July 1963. However, the conclusion of the board did not expressly re-impose the disqualification and clarification of this point is required as the claimant is

contesting the disqualification as amended to commence 28 July 1963, and has appealed to the Umpire on this point.

In considering this case the board is also asked to consider the additional material submitted to the insurance officer after the date of the board's previous decision . . .

The case was reheard by a board of referees in Winnipeg on January 15, 1964. The claimant was neither present nor represented at the rehearing. The unanimous decision of the board reads:

The questions before the board are as follows:

1. Was the board's decision that the claimant should have been allowed a period of 10 weeks from the date on which she applied for benefit to explore the possibilities of obtaining employment in her area before being disqualified correctly interpreted by the insurance officer by re-imposing the indefinite disqualification from 28 July 1963, the termination of the 10-week period?

2. Does the information received subsequent to the board of referees' decision contain new facts? If so, what is their effect, if any, on the board's previous decision regarding the claimant's availability for work?

This matter had previously been before a board of referees composed of the same chairman but two different representatives. At that time the board held in essence that the claimant had only received six weeks in which to explore the possibilities of finding employment in the . . . area. The original board was of the opinion that a six-week period was not enough in view of the claimant's lengthy record of employment, that is, twenty-three years. However, it was also felt that the usual period of twenty-three weeks, that is, one week for each previous year of employment, would be unreasonable in view of the population of the area in which the claimant was now seeking work. Accordingly the first board held that the claimant should have been allowed a period of ten weeks. The board accordingly allowed the appeal but did not specifically advise that the disqualification was to be re-imposed after ten weeks had expired from the date of the claimant establishing a benefit period.

1. This board is of the opinion that the decision of the first board was correct, and that the interpretation of same by the insurance officer was also correct in that he re-imposed the indefinite disqualification as and from 28 July 1963, which was the termination of the ten-week period.

The board therefore holds, with respect to the first question, that the insurance officer's decision was correct.

2. The second question before the board is as stated in (2) above.

Since the date of the first board's decision, Exhibits 8, 9, 10 11 and 12 have been placed in the submission. The board has reviewed these exhibits, and it would appear that no new evidence has been presented.

There has been some more detailed evidence as to the employers in the area; and in Exhibit 12 the claimant has specified in slightly more detail the areas in which she would work . . . . However, the board notes that the same information was available to the first board in Exhibit 5 . . .

(Continued on page 422)

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in March

#### Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 215 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 154 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 135 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	133	\$455,458.00
Post Office .....	3	22,708.50
Public Works .....	1	9,225.00
Royal Canadian Mounted Police .....	4	2,586.84
Transport .....	8	50,045.10

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in March

During March the sum of \$12,304.18 was collected from 23 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 131 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in March

### ATOMIC ENERGY OF CANADA LIMITED

*Pinawa Man:* Bird Construction Co Ltd, construction of hot cell facility bldg 300, Whiteshell NRE.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Montreal Que:* Alaska Painters Reg'd, redecoration of suites & public areas, Pavillon Mercier; Alaska Painters Reg'd, redecoration of suites, Villeray Terrace; Vallieres & Cusson Reg'd, redecoration of public areas, Place Gouin; Vallieres & Cusson Reg'd, redecoration of suites & public areas, St Georges Gardens; AlSCO Montreal Inc, supply & installation of metal storm windows, Villeray Terrace; AlSCO Montreal Inc, supply & installation of metal storm windows, Rosemount Apts; Sestock Construction Ltd, replacement of countertops & sinks, Benny Farm; Sestock Construction Ltd, replacement of countertops, sinks & kitchen & bathroom floor tiles, Villeray Terrace. *Ville St Laurent Que:* Duke Industries Inc, painting of suites & public areas, Park Royal Apts; AlSCO Montreal Inc, supply & installation of metal storm windows, Park Royal Apts. *Ville St Michel Que:* Theo Mosselaer, tiling bathroom walls of Pie IX Boulevard Apartment Project. *Ottawa Ont:* Vroom Construction Ltd, construction of 72 housing units, site works & landscaping (FP 3/63). *Port Arthur Ont:* Noren Construction Ltd, construction of 32 semi-detached units, site works & landscaping (FP 2/63).

In addition, this Corporation awarded six contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*James Bay Indian Agency Ont:* A W Huffey, construction of underwater pipeline extension, Fort George C of E IRS. *Dauphin Indian Agency Man:* Inspiration Ltd, installation of water intake & pumphouse, Sandy Bay IRS. *Norway House Indian Agency Man:* F W Sawatzky Ltd, relocation of one-classroom school from The Pas to Cross Lake IR, Cross Lake IDS.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Cornwallis N S:* Fundy Construction Co Ltd, construction of additions to Bldgs Nos 34-8 & 34-13, HMCS Cornwallis. *Dartmouth N S:* Stuart Industries Ltd, repairs to doors of hangars & bldg, HMCS Shearwater. *Halifax NS:* Universal Electric, Division of Univex Electrical & Construction Engineering Ltd, installation of mechanical & electrical services, jetty No 1, HMC Dockyard. *Newport Corners N S:* Ruston & Hornsby Ltd, installation of diesel generator, RCNRS. *Camp Gagetown N B:* Roland E Delong, interior painting of barrack blocks. *Chatham N B:* Malach Roofing & Flooring Ltd, replacement of concrete floor in No 1 hangar, RCAF Station. *Bagotville Que:* J Euclide Perron Ltee, construction of classroom extensions to schools, RCAF Station; Planned Renovators Ltd, fire retardant painting, hangar No 6, RCAF Station; Legendyk & Co Ltd, interior painting of bldgs, RCAF Station. *Longue Pointe Que:* Real Galarneau Inc, installation of electrical fire alarm system; Sestock Construction Ltd, alterations to Bldg No 7.

*Quebec Que:* Champagne Electric Ltd, rewiring & installation of fire alarm system, The Citadel. *Camp Borden Ont:* O/A International Painting & Decorating, interior painting of PMQs, RCAF Station; Fiber Plast Co Ltd, application of epoxy coating in messes; Jas Kemp Construction Ltd, extension to school bldg. *Clinton Ont:* F W Hill & Co, fire

retardant painting of barrack blocks. RCAF Station. *Meaford Ont*: Graham & Graham Ltd, construction of sewage lagoon. *Cold Lake Alta*: Peterson & Cowan, Division of Montgomery Elevator Co Ltd, repairs to passenger elevator in hangar No 1, RCAF Station. *Edmonton Alta*: Alph's Decorating Ltd, interior painting of various bldgs, Griesbach Barracks. *Aldergrove B C*: Canada Iron Foundries Ltd, installation of water tank, HMCS *Aldergrove*. *Chilliwack B C*: Hume & Rumble Ltd, supply & installation of electrical grounding system, Camp. *Esquimalt B C*: Luney Bros & Hamilton Ltd, replacement of roof & trusses, P & R T Bldg.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

#### DEPARTMENT OF DEFENCE PRODUCTION

*Dartmouth N S*: Harrison Bros, interior painting, Bldg No D10A, RCN Armament Depot. *Halifax N S*: Charles W Marriott, restoration of Naval Cemetery, HMCS *Stadacona*. *Shannon Park N S*: Banfield & Miles Ltd, interior painting in married quarters. *Shearwater N S*: Tasco Sheet Metal & Roofing Co Ltd, repairs to flashings, etc, hangars "A", "B", & "C", RCN Air Station. *Centralia Ont*: Redburd Paint Contractors, interior fire retardant coating, barrack block No. 9, RCAF Station. *Downsview Ont*: Alexander & Son Ltd, fire retardant painting of air cargo facility bldg No. 3, plant 1, RCAF Station. *Port Arthur Ont*: Turcotte Painting Ltd, interior painting, Armoury. *Edmonton Alta*: Parkins Construction Ltd, general repairs & renovations to washrooms, etc, Prince of Wales Armouries. *Esquimalt B C*: Victoria Pile Driving Co Ltd, repairs to various jetties, harbour. *Vancouver B C*: Vancouver Pile Driving & Contracting Co Ltd, repairing jetty, 2nd & Discovery Streets.

In addition, this Department awarded 51 contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

This Department awarded one contract containing the General Fair Wages Clause.

#### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Essex Ont*: Keystone Contractors Ltd, construction of trunk sewer, pumping station, etc. *Port Arthur Ont*: Matthews Construction Co Ltd, construction of sewer. *Vaughan Township Ont*: Cafagna Bros Construction Ltd, construction of trunk sewer & water service to sewage treatment plant (West Don Sewer Area—No 1); James P Morgan Ltd, construction of pumping station & sewage treatment plant (West Don Sewer Area—No 1). *Brandon Man*: Pearson Construction Co Ltd, construction of pump lift stations; Patrick Construction Co Ltd, construction of sewer & water systems.

#### DEPARTMENT OF PUBLIC WORKS

*Brig Bay Nfld*: James E Shears, construction of post office bldg. *Clarke's Beach Nfld*: Saunders, Howell & Co Ltd, construction of post office bldg. *Creston Nfld*: Davis Construction Ltd, construction of post office bldg. *Grey River Nfld*: Roberts Bros, wharf extension. *Hampden Nfld*: Benson Builders Ltd, construction of post office bldg. *Hickman's Harbour Nfld*: Estate of A R Vardy, construction of post office bldg. *Isle-aux-Morts Nfld*: Beauchamp Hardware Ltd, construction of post office bldg. *King's Point Nfld*: Benson Builders Ltd, construction of post office bldg. *Manuels Nfld*: Empire Plumbing Heating & Construction Ltd, construction of post office bldg. *Musgravetown Nfld*: H Drover & Co Ltd, construction of post office bldg.

*St Vincents Nfld*: Wm A Trask Ltd, construction of wharf. *Seldom-Come-By Nfld*: Kevin Power, construction of post office bldg. *Trepassey Nfld*: Max Benson, construction of post office bldg. *Upper Island Cove Nfld*: Empire Plumbing Heating & Construction Ltd, construction of post office bldg. *Albany P E I*: Donald A MacPherson Construction, construction of post office bldg. *Souris P E I*: Maritime Dredging Ltd, harbour improvements. *Arichat N S*: Gerald J Forgeron, wharf repairs. *Aspen N S*: Fisher & Miller Construction, construction of post office bldg. *Belliveau's Cove N S*: Albert J LeBlanc, construction of post office bldg. *Blue Rocks (Sandy Cove) N S*: Mosher & Rawding Ltd, breakwater repairs. *Freeport N S*: E K Potter Ltd, construction of post office bldg.

*Halifax N S*: Mucon Cleaning Services Ltd, cleaning interior, Queen's Printer Bldg. *Havre Boucher N S*: Fisher & Miller Construction, construction of post office bldg. *Margaree Valley N S*: Gaudet & Chaisson, construction of post office bldg. *Merigomish N S*: Fraser, Mason & Fraser, construction of post office bldg. *Parrsboro N S*: R A Douglas



Ltd, breakwater repairs. *Port Maitland N S*: Jacob LeBlanc, construction of post office bldg. *Saulnierville N S*: T C Gorman (Nova Scotia) Ltd, harbour improvements. *Smith's Cove N S*: B A Alcorn, construction of post office bldg. *Grand Harbour N B*: McDowell & Cook, construction of post office bldg. *Juniper N B*: Clumac Construction Ltd, construction of post office bldg. *Riviere Verte N B*: Conturier Construction Ltd, construction of post office bldg.

*Ste Anne de Madawaska N B*: Ouellon Construction Ltd, construction of post office bldg. *St Antoine de Kent N B*: John Cormier & Son, construction of post office bldg. *St Jacques N B*: Conturier Construction Ltd, construction of post office bldg. *Seal Cove N B*: McDowell & Cook, construction of post office bldg. *Welshpool N B*: Cardinal Construction Ltd, construction of post office bldg. *Wilson's Beach N B*: Cardinal Construction Ltd, construction of post office bldg. *Youngs Cove Road N B*: Fowler Bros Building Contractors Ltd, construction of post office bldg. *Anse-au-Portage Que*: Georges Cauchon, modification to hoisting apparatus. *Baie Comeau Que*: Manik Construction Co Ltd, wharf improvement (ferry facilities). *Cadillac Que*: Guertin & Fils Ltee, construction of post office bldg.

*Canton Tessier Que*: Damase Gauthier, construction of post office bldg. *Chibougamau Que*: E R Ross Inc, addition & alterations to post office. *Guigues Que*: Napoleon Marseille, construction of post office bldg. *Grosses Roches Que*: Gerard Gauthier & Roger Gagne, construction of post office bldg. *Lac Coulonge (Davidson) Que*: Von Utilities Co, wharf construction. *Lac Mercier Que*: J M Cote, construction of wharf. *Montreal Que*: Nation-Wide Interior Maintenance Co Ltd, cleaning interior, Customs Examining Warehouse; Nation-Wide Interior Maintenance Co Ltd, cleaning windows of federal bldgs; Elite Entretien Enrg, cleaning interior, Post Station; Allied Building Services (1962) Ltd, cleaning interior, etc, Converters Bldg, 470 Legachetiere Street West.

*Mont St Gregoire Que*: Omer Brault, construction of post office bldg. *Nouvelle Ouest Que*: A A Geraghty & Sons, construction of post office bldg. *Pointe au Pere Que*: McMullen & Gagnon Inc, harbour improvements for ferry terminal. *Quebec Que*: Entretiens Industriels & Sanitaires "Orleans" Enr, cleaning interior, Pollack Bldg. *Riviere-au-Dore Que*: Louis Dallaire & Fils Ltee, construction of post office bldg. *Ste Angele de Merici Que*: C Maurice Ross, construction of post office bldg. *Ste Anne du Lac Que*: La Cie de Construction "La Lievre Inc", construction of post office bldg. *St Fulgence Que*: Simon Gravel, construction of post office bldg. *St Leon de Chicoutimi Que*: Louis Dallaire & Fils Ltee, construction of post office bldg.

*St Noel Que*: Henri Dube, construction of post office bldg. *South Durham Que*: Jean Courchesne, construction of post office bldg. *Val Barette Que*: La Cie de Construction "La Lievre Inc", construction of post office bldg. *Apple Hill Ont*: J A Sauve Construction Ltd, construction of post office bldg. *Field Ont*: Boulanger & Tremblay Construction & Supply Ltd, construction of post office bldg. *Comber Ont*: Truax Bros, Ltd, construction of post office bldg. *Grand Bend Ont*: Eagleson Construction Co, construction of post office bldg. *Lancaster Ont*: Charles Nadeau, construction of post office bldg. *Martintown Ont*: J A Sauve Construction Ltd, construction of post office bldg.

*Ottawa Ont*: J R Statham Construction Ltd, general alterations to 2nd, 1st & basement floors, No 2 Temporary Bldg; Three-Star Cleaners, cleaning interior, Postal Station "E", (Glebe); Bedard Girard Ltd, improvements to wiring for outdoor lighting, Parliament Hill; Pillar Construction Ltd, alterations to Sir A Campbell Bldg, Confederation Heights. *Toronto Ont*: Taymac Building Services Ltd, cleaning interior, Mackenzie Bldg. *Fork River Man*: Freiheit Construction Ltd, construction of post office bldg. *Ochre River Man*: Freiheit Construction Ltd, construction of post office bldg. *Winnipeg Man*: Allied Building Services (1962) Ltd, cleaning interior, etc, Immigration Hall, 83 Maple Street; A E Johnson Cartage Ltd, removal of garbage, etc, from federal bldgs. *Banff Alta*: Wm Lange Construction Ltd, construction of public convenience station.

*Glenwood Alta*: Jason Construction Ltd, construction of school & motel teacherage. *New Denver B C*: F J McLeod Ltd, construction of post office bldg. *Radium Junction B C*: A E Jones Co Ltd, construction of post office bldg. *Vancouver B C*: Modern Building Cleaning Service of Canada Ltd, cleaning interior, General Post Office; Modern Building Cleaning Service of Canada Ltd, cleaning windows of federal bldgs. *Pine Point Road N W T*: B G Linton Construction Ltd, right-of-way clearing, Little Buffalo River to Hay River. *Yellowknife N W T*: Solar Construction Co Ltd, construction of classroom addition & mining shop, Sir John Franklin School.

In addition, this Department awarded 49 contracts containing the General Fair Wages Clause.

## THE ST LAWRENCE SEAWAY AUTHORITY

*Beauharnois Que:* Annett Chemicals Ltd, grouting at Beauharnois Locks. near Montreal  
*Que:* Charles Duranceau Ltee, placing riprap along canal banks between St Lambert & Cote Ste Catherine & reclamation fill on south shore properties, Brossardville. *St Catharines Ont:* Peel Construction Co Ltd, construction of east side haulage road, section 3 (Read Road to Eastchester Avenue); Peel Construction Co Ltd, construction of east side haulage road, section 2 (Lakeshore Road to Read Road); Nadeco Ltd, pressure grouting, Pond Bridge "A", Welland Canal; The George Campbell Co Ltd, construction of east side haulage road, section 5 (Dorr Road to Glendale Avenue). *St Catharines, Thorold & Port Colborne Ont:* Cem-Chem Grouting Ltd, grouting Locks 4, 5 & 8, Welland Canal.

## DEPARTMENT OF TRANSPORT

*Deer Lake Nfld:* Nordbec Construction Inc, construction of non directional beacon bldg, entrance road & related work. *Mill Village N S:* Diamond Construction (1961) Ltd, site preparation & road construction for satellite communication earth station. *Moncton (Scoudouc) N B:* Industrial Construction Co Ltd, extensions & modifications to VOR Bldg for TACAN installation. *Sept Iles Que:* Amos Electric Enrg, installation of emergency power unit & related work, transmitter bldg. *Saskatoon Sask:* Modern Building Cleaning Service of Canada Ltd, cleaning Air Terminal Bldg, Airport. *Fort Nelson B C:* Byrnes & Hall Construction Ltd, construction of Operations Bldg & related work.

In addition, this Department awarded 27 contracts containing the General Fair Wages Clause.

## Well-Known Canadian Geologist, Dr. Alice Wilson Dead at 83

Dr. Alice Wilson, noted geologist, died in Ottawa on April 15 at the age of 83.

At the turn of the century, geology was considered a "male" occupation. By dint of perseverance in study and work, Dr. Wilson proved that women also had a claim to the profession.

In 1909 she became the first woman to be hired in a professional capacity by the Geological Survey of Canada. In 1938 she was the first woman to be named Fellow of the Royal Society of Canada. And in 1960 she was the first woman to receive an honorary Doctor of Laws degree from Carleton University.

Dr. Wilson had taken her Ph.D. at the University of Chicago on a Canadian Federation of University Women scholarship. The honour of Member of the British Empire was conferred upon her in 1934.

Dr. Wilson was born at Cobourg, Ont., and studied at the universities of Toronto and Chicago. She was on the staff of the Geological Survey of Canada from 1909 to 1946, and lectured at Carleton University from 1948 to 1958.

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## Decisions of Umpire

(Continued from 417)

In view of the above, the board is of the opinion that the information received subsequent to the first decision does not contain any new facts.

It is the board's opinion that this matter should still be adjudicated on by the Umpire insofar as it relates to the period of time in which the claimant should have been allowed an opportunity to find work in her new location.

The case was placed before the Umpire for a decision.

**Considerations and Conclusions:** Availability for work is a question of fact which must be examined in the light of the particular circumstances of each case, and I consider that, in view of the very small size of the localities involved in the present case, a period of ten weeks from the date on which the claimant had applied for benefit constituted a reasonable period in which to explore the labour market of the area in question.

I consequently decide to confirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.



## PRICE INDEX

### Consumer Price Index, April 1964

The consumer price index (1949=100) rose 0.3 per cent to 135.0 in April from 134.6 in March and thus was 2.0 per cent above the April 1963 index of 132.3. Higher prices in five of the seven main component groups exceeded declines in the transportation, and recreation and reading components.

The food index advanced 0.4 per cent to 131.8 from 131.3. Higher prices were reported for a variety of items, including fruits, beef, poultry, coffee, milk, ice cream, flour, soda crackers, macaroni, shortening and some vegetables. Prices were lower for sugar, bread, cookies, eggs, a few vegetables and some cuts of meat.

The housing index increased 0.2 per cent to 137.8 from 137.5. The shelter index was up 0.2 per cent on higher prices for repairs. The household operation component rose 0.3 per cent because of higher prices for furniture, appliances, utensils and equipment. Prices were down slightly for floor coverings and household supplies.

The clothing index advanced 0.4 per cent to 119.1 from 118.6. Higher prices were reported for men's and women's wear, piece goods, footwear and jewellery. Prices for children's wear were lower.

The transportation index eased down 0.1 per cent to 142.8 from 143.0. Prices were higher for motor oil in some cities but the increases were outweighed by lower prices for new cars.

The health and personal care index rose 0.7 per cent to 166.5 from 165.4. The health care component advanced 0.9 per cent as doctors' and dentists' fees and optical care costs were generally higher.

The recreation and reading index decreased 0.9 per cent to 151.0 from 152.3. Higher prices for newspapers in some cities were outweighed by lower subscription rates for certain magazines.

The tobacco and alcohol index edged up 0.1 per cent to 119.5 from 119.4 as a result of higher liquor prices in Western Canada and New Brunswick.

In April 1963 group indexes were: food 128.9, housing 136.0, clothing 115.7, transportation 139.2, health and personal care 162.1, recreation and reading 148.0, and tobacco and alcohol 117.9.

### City Consumer Price Indexes, March 1964

Between February and March consumer price indexes (1949=100) rose in five of the ten regional cities, fell in three, and remained unchanged in two.

Food indexes fell in six cities and rose in four; the changes ranged from a drop of

1.0 per cent in St. John's to a rise of 0.6 per cent in Edmonton-Calgary. Housing indexes increased in eight cities, declined in one, and remained constant in one. Nine cities experienced higher indexes for clothing; the remaining one was unchanged. In the transportation component there were two cities with higher indexes, seven with lower indexes, and one with no change. Health and personal care indexes were higher in four cities, lower in two, and unchanged in four. The indexes for recreation and reading were unchanged in eight cities; in the other two they increased fractionally. The tobacco and alcohol index rose in Winnipeg; in all other cities it was unchanged.

Regional consumer price index point changes between February and March were: Ottawa +0.5 to 135.5; Toronto +0.4 to 136.4; Vancouver +0.4 to 132.1; Winnipeg +0.3 to 131.7; Edmonton-Calgary +0.1 to 127.8; St. John's -0.4 to 120.4†+5 Montreal -0.2 to 134.5; Saskatoon-Regina -0.1 to 128.9. Halifax and Saint John remained unchanged at 131.6 and 134.3 respectively.

### Wholesale Price Index, March 1964

In March, Canada's general wholesale index (1935-39=100) declined 0.2 per cent to 245.6 from 246.1 in February but was 1.3 per cent above the March 1963 index of 242.4.

Four major commodity group indexes increased, two decreased and two were unchanged.

The vegetable products group index of 227.7 in March was 1.5 per cent below the February index of 231.2. The non-metallic minerals products group index was 191.5, practically unchanged from 191.6 a month earlier.

Increases in four of the major commodity group indexes were not sufficient to offset these two declines. The animal products group index moved up 0.3 per cent to 249.3 from 248.6 in February, the textiles products group index rose 0.2 per cent to 249.6 from 249.2, the wood products group index increased 0.2 per cent to 330.9 from 330.3, and the non-ferrous metals products group index was up 0.1 per cent to 201.5 from 201.2.

The iron products group index remained at 255.0, and the chemical products group index at 190.1.

*The index of Canadian farm product prices at terminal markets (1935-39=100) eased 0.05 per cent, from 214.6 to 214.5, in the four weeks ended March 26. The field products index rose 0.4 per cent, from*

† On base June 1951=100.

165.0 to 165.7, and the animal products index declined 0.4 per cent, from 264.3 to 263.3.

#### U.S. Consumer Price Index, March 1964

The United States consumer price index (1957-59=100) rose slightly in March, recovering the decline in February. The March index was 107.7, the same as January's.

Increases in the prices of gasoline and women's clothing offset small declines in the prices of some foods, notably meat and eggs.

Since March 1963, the index has risen from 106.2, a rise of 1.4 points.

#### British Index of Retail Prices, Feb. 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 104.8 in mid-February from 104.7 in mid-January. In February 1963 it was 103.6.

The food index remained unchanged during the month.

In 1963, the average level of retail prices rose by nearly 2 per cent, compared with rises of more than 2.5 per cent in 1962, about 4.5 per cent in 1961, and just over 2 per cent in 1960. The average index for the 12 months ended in January 1964 was 2 per cent higher than the average for the previous 12 months.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 187

### ACCIDENT PREVENTION

1. GREAT BRITAIN. MINISTRY OF LABOUR. *Drilling Machines; Fencing of Spindles and Attachments*. London, HMSO, 1963. Pp. 16.

2. WILLIAMS, JOHN L. *Organising Workplace Safety*. London, L.R.D. Publications, 1963. Pp. 20.

### ANNUAL REPORTS

3. QUEBEC (PROV.). DEPARTMENT OF LABOUR. *General Report . . . on . . . Activities . . . during the Financial Year ending March 31, 1963. Rapport général . . . sur l'activité . . . durant l'année financière terminée le 31 mars, 1963*. Québec, Queen's Printer (Imprimeur de la Reine), 1963, Pp. 151. (Text in French and English.)

4. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Summary of Operations, 1963*. Washington, GPO, 1963. Pp. 42.

Contains information about reports from unions as required under the Labor-Management Reporting and Disclosure Act of 1959. Information is provided concerning trusteeships, union elections, enforcement of the Act, etc.

5. U.S. NATIONAL LABOR RELATIONS BOARD. *Twenty-seventh Annual Report for the Fiscal Year ended June 30, 1962*. Washington, GPO, 1963. Pp. 283.

### BUSINESS

6. CANADA. DEPARTMENT OF TRADE AND COMMERCE. SMALL BUSINESS BRANCH. *Courses for Businessmen; a Guide to Evening Courses, Seminars and Correspondence Courses offered by Canadian Educational Institutions*. Ottawa, Queen's Printer, 1962. Pp. 40. (Part of text in French).

7. CANADA. DEPARTMENT OF TRADE AND COMMERCE. SMALL BUSINESS BRANCH. *Federal Services for Business; Spotlighting Services Available from Federal Government Departments and Agencies*. [Ottawa 1962?] Pp. 81.

8. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Managing Foreign-Base Corporations* [by Enid Baird Lovell. New York, 1963] Pp. 142.

"This research report is concerned with the special operating and management problems that are encountered when a United States parent company uses a foreign-base or tax-haven subsidiary to carry on part or all of its exports, foreign licensing, or overseas investment functions." Reference is made to the probable effect of the U.S. Revenue Act of 1962 on various base-company activities and policies.

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9. GREAT BRITAIN. DEPARTMENT OF INDUSTRY, TRADE AND REGIONAL DEVELOPMENT. *The North East; a Programme for Regional Development*. London, HMSO, 1963. Pp. 48.



10. GREAT BRITAIN. NATIONAL ECONOMIC DEVELOPMENT COUNCIL. *Conditions Favourable to Faster Growth*. London, HMSO, 1963. Pp. 54.

Contents: Education and Economic Growth. Mobility and Redundancy, Regional Questions. Balance of Payments Policies. Taxation. Level of Demand Prices and Income. Government, Management and Trade Unions.

11. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Spain*. June 1963. Paris, 1963. Pp. 42.

12. SCOTLAND. SCOTTISH DEVELOPMENT DEPARTMENT. *Central Scotland; a Programme for Development and Growth*. Edinburgh, HMSO, 1963. Pp. [47]

## EDUCATION

13. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *New Methods and Techniques in Education*. Paris, 1963. Pp. 51.

14. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *Secondary Technical and Vocational Education in Underdeveloped Countries*. Paris, 1959. Pp. 34.

15. U.S. BUREAU OF LABOR STATISTICS. MIDDLE ATLANTIC REGION. *Factbook on the School Dropout in the World of Work*. New York, 1963. Pp. 19.

16. U.S. OFFICE OF EDUCATION. DIVISION OF HIGHER EDUCATION. *Guide to Undergraduate Programs in Mathematics* [by] Clarence B. Lindquist. Washington, GPO, 1963. Pp. 25.

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17. INTERNATIONAL LABOUR ORGANIZATION. *Report to the Government of India on the Organization and Development of a Government Personnel Management Advisory Service*. Geneva, International Labour Office, 1963. Pp. 53.

18. TRADES UNION CONGRESS. *An Outline of Work Study and Payment by Results*. London, 1963. Pp. 24.

A brief description of work study and its relationship to payment by result systems, written for trade union representatives.

19. WEAVER, LEON HIRAM, Ed. *Industrial Personnel Security, Cases and Materials*. Springfield, Ill., Charles C. Thomas, Publisher [c1964] Pp. 636.

This book is intended for those people engaged in personnel administration in industry. It contains case material dealing with such matters as loyalty, security, and personal suitability, etc. There is an examination of security measures in both the federal government and in industry in the U.S.

## ENGINEERS

20. CONFERENCE OF ENGINEERING SOCIETIES OF WESTERN EUROPE AND THE UNITED STATES OF AMERICA. *Report on Education and Training of Professional Engineers*. [Brussels, 1960?] 3 volumes.

Contents: v. 1. Introduction and a Description of the Systems of Engineering Education in EUSEC and OEEC Countries. v.2. A Comparative Study of Engineering Education and Training in EUSEC and OEEC Countries. v.3. Glossary of Terms used in Engineering Education and Training in EUSEC and OEEC Countries.

21. WEISS, HAROLD. *Technically Speaking: Oral Communication for Engineers, Scientists, and Technical Personnel* [by] Harold Weiss and J. B. McGrath, Jr. New York, McGraw-Hill, 1963. Pp. 254.

"... Contains theoretical material and information, a series of cases in point, and a number of exercises designed to teach the principles and methods of good oral communication."

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22. INTERNATIONAL LABOUR ORGANIZATION. *Basic Agreements and Joint Statements on Labour-Management Relations*. Geneva, International Labour Office, 1963. Pp. 123.

Contains a number of basic agreements and joint statements of policy and principle on labour-management relations, voluntarily agreed upon by the central employers' and workers' organizations of a number of member countries of the ILO.

23. SOMERS, GERALD GEORGE. *Constancy and Change in Industrial Relations Research Programs*. [Madison, Wis., University of Wisconsin, Industrial Relations Research Center, 1963?] Pp. 5.

A brief examination of the trends in university industrial relations research under three headings: subject matter, objectives, and methodology.

24. ULMAN, LLOYD. *The Labor Policy of the Kennedy Administration*. Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 15.

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The following 19 Surveys were issued in 1963 in Edmonton by the Industrial Development Branch of the Department of Industry and Development of the Province of Alberta.

25. *Town of Bassano*. Rev. October 1963. Pp. 13.

26. *Town of Beaverlodge*. Rev. December 1963. Pp. 12.

27. *Village of Berwyn*. Rev. August 1963. Pp. 9.

28. *Village of Bowden*. Rev. October 1963. Pp. 12.

29. *Town of Cardston*. Rev. August 1963. Pp. 13.

30. *Town of Claresholm*. Rev. November 1963. Pp. 14.

31. *Town of Daysland*. Rev. October 1963. Pp. 11.

32. *Town of Elk Point*. Rev. October 1963. Pp. 14.

33. *Town of Falker*. Rev. August 1963. Pp. 9.

34. *Village of Hythe*. Rev. October 1963. Pp. 10.

35. *Town of Manning*. Rev. October 1963. Pp. 11.

36. *City of Medicine Hat*. Rev. September 1963. Pp. 16.

37. *Town of Raymond*. Rev. October 1963. Pp. 14.

38. *Town of Redcliffe*. Rev. November 1963. Pp. 10.

39. *Town of Taber*. Rev. May 1963. Pp. 19.

40. *Town of Vauxhall*. Rev. August 1962. Pp. 12.

41. *Town of Vegreville*. Rev. October 1963. Pp. 12.

42. *Town of Vermilion*. Rev. October 1963. Pp. 16.

43. *Village of Warspite*. Rev. February 1963. Pp. 8.

44. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Fernie and District; an Economic Survey, August 1963*. Victoria, 1963. Pp. 57.

Contains an inventory of resources of Fernie District, market research into potential manufacturing industries, and a sampling survey of businesses in the district.

45. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Georgian Bay Region; Economic Survey*. Rev. ed. Toronto, 1963. Pp. 132.

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46. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Effective Utilization of Manpower*. Washington, 1963. Pp. 13.

Personnel and industrial relations executives tell how their firms are making effective use of manpower. They also express opinions on the chief causes of manpower waste.

47. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Measuring Employment and Unemployment, Hearings before the Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States, Eighty-eighth Congress, First Session, pursuant to Sec. 5(a)*

of Public Law 304, 79th Congress. Washington, GPO, 1963. Pp. 129.

Hearings held June 6-7, 1963. These hearings were held to consider the Report of the President's Committee to Appraise Employment and Unemployment Statistics. The title of the report was, *Measuring Employment and Unemployment*.

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48. BARBASH, JACK. *Prospects for Future Union Growth, the Union Leadership Factor*. [Madison, Wisc., University of Wisconsin, Industrial Relations Research Center, 1963?] Pp. 11.

The author suggests changes in the thinking of union leaders if they wish to maintain and increase the membership of their unions.

49. BELBIN, R. M. *Inspection and Human Efficiency*. London, Information Division, Dept. of Scientific and Industrial Research, 1963. Pp. 12.

50. CLAGUE, EWAN. *The Shorter Workweek—Factual Background. [Address] before the Second Annual Labour-Management Conference, Minneapolis, Minnesota, May 10, 1963*. [Washington, U.S. Bureau of Labor Statistics, 1963] Pp. 11.

The Commissioner of Labor Statistics, U.S. Department of Labor, examines the workweek which prevails today and concludes that it will decline slowly in the next decade.

51. CONFERENCE ON AUTOMATION AND SOCIAL CHANGE, TORONTO, 1963. *Automation and Social Change; [Proceedings]*. Toronto, n.p., 1963] Pp. 244.

Conference held September 17, 18, and 19 and sponsored by the Ontario Departments of Economics and Development, Education, Labour and the Ontario Economic Council.

The conference dealt with the impact of automation on technological change in Canada, on labour-management relations, and on manpower training. One result of the conference was the establishment of the Foundation on Automation and Employment by the Ontario Government.

52. FERMAN, LOUIS ABBOTT. *Death of a Newspaper: the Story of the Detroit Times; a Study of Job Dislocation Among Newspaper Workers in a Depressed Labor Market*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 63.

The employees of the *Detroit Times* newspaper were notified of their discharge and of the newspaper's shutdown when they received a telegram around 3 o'clock on the morning of November 7, 1960. This study reports the re-employment and unemployment experiences of some of the ex-Times workers.

53. GILADI, ISRAEL. *Labour Laws in Israel*. Tel-Aviv, Afro-Asian Institute for Labour Studies and Co-operation, 1962. Pp. 125.



54. U.S. BUREAU OF LABOR STANDARDS. . . . *A Guide to Community Efforts to improve Conditions for Agricultural Migrants* . . . . Washington, GPO, 1963. Pp. 14.

55. U.S. BUREAU OF LABOR STATISTICS *Employee Earnings in Retail Trade, June 1962*. Washington, GPO, 1963. Pp. 69.

56. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in Logging Operations*. Washington, GPO, 1963. Pp. 147.

## OCCUPATIONS

57. U.S. NATIONAL PARK SERVICE. *A Plan for the Man: a Tool to Unleash Creativity and Potential in the National Park Service*; [Management Development Program. Washington, GPO, 1963] Pp. 71.

Outlines a management development program.

58. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Conditions of Work for Quality Teaching*; 1963 WCOTP Theme Study developed by Member Organizations and presented to the 12th Assembly of Delegates, Rio de Janeiro, August 1963. Washington, 1963. Pp. 149.

A questionnaire on conditions of work for quality teaching was submitted to member countries of WCOTP. This study contains a synthesis of reports of national members as well as reports from individual member associations.

## WOMEN

59. PENNEY, (MRS.) R. J. *The Rural Woman and Continuing Education*. Ottawa, Canada, Dept. of Labour, Women's Bureau, 1963. Pp. 3.

60. WRIGHT, FRANCES L. *The Personnel Supervisor of a Large Insurance Company speaks to Girls*. Ottawa, Canada Dept. of Labour, Women's Bureau, 1964. Pp. 4. (Women's Bureau Bulletin No. 12, March 1964).

The author, Supervisor of the Personnel Department, Sun Life Assurance Company of Canada, gave this talk at a Careers Conference for McGill University co-eds sponsored by the University's Alumnae Society.

61. ZAPOLEON, MARGUERITE (WYKOFF). *Girls and their Futures*. Chicago, Science Research Associates, 1962. Pp. 48.

The author advises girls how to plan for their futures while they are still in high school.

## MISCELLANEOUS

62. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. INDUSTRIAL SERVICES DIVISION. *Colour in Factory and Office*. Rev. ed. Sydney, 1963. 1 volume (unpaged).

63. CANADA. NATIONAL ENERGY BOARD. *Short-Term Energy Forecast, 1960-1966*. Ottawa, Queen's Printer, 1963. Pp. 16.

Contains a brief history of Canadian energy consumption and fuel summaries of petroleum, natural gas, coal and coke, and electrical energy.

64. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting, Banff, 1963*. [Toronto, CCH Canadian Limited, 1963] Pp. 12, 535.

"Consolidated index to papers presented at annual meetings, 1954-1963." 12p. at beginning of book.

Some of the topics discussed at this meeting were: anti-discrimination legislation, methods of compensation used in the English nationalization statutes, diminished responsibility, law schools and legal ethics, etc.

65. CORNING, MARY E. *Country Reports on the Organization of Scientific Research: United States*. Paris, Organization for Economic Cooperation and Development, 1963. Pp. [96]

66. GALBRAITH, JOHN ALEXANDER. *The Economics of Banking Operations; A Canadian Study*. Montreal, McGill University Press, 1963. Pp. 510.

Contents: The Nature and Consequences of Domestic Banking Operations. The Economics of Banking "Output". Competition, Profits, and the Capital Accounts. Interregional Banking Transactions and Operations. International Banking Transactions and Operations. Government Financial Operations. Central Banking.

67. INTERNATIONAL SEMINAR ON EMPLOYMENT OF THE DISABLED, ZAGREB AND DUBROVNIK, YUGOSLAVIA, 1960. [Proceedings. Paris, World Veterans Federation, 1962] Pp. 115.

Seminar held in Yugoslavia, May 16-24, 1960 and organized by the World Veterans Federation in co-operation with the Government of Yugoslavia and with the participation of the International Labour Office.

68. U.S. DEPARTMENT OF THE ARMY. *Carpentry and Building Construction*. Washington, GPO, 1960 [i.e. 1961] Pp. 198.

Provides information for maintaining, repairing, and constructing buildings and other wooden structures. Includes information on prefabricated buildings, such as the proper erection, organization of the building crew, time ratio, and recommended procedures.

69. VORONITSIN, K. I. *Noise, Vibration and Escape of Exhaust Gases in Power Saws*, by K. I. Voronitsin [and others] Geneva, United Nations, 1962. Pp. 19.

At head of title: Economic Commission for Europe. Timber Committee, Food and Agriculture Organization. European Forestry Commission, Joint Committee on Forest Working Techniques and Training of Forest Workers (in collaboration with the ILO).

" . . . Analyzes present vibration and noise levels and suggests various measures to reduce harmful effects on power saw operators."

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 18, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,763	594	1,908	2,485	1,147	629
Men.....	4,849	439	1,384	1,735	840	451
Women.....	1,914	155	524	750	307	178
14-19 years.....	591	57	184	191	109	50
20-24 years.....	870	91	302	278	135	64
25-44 years.....	3,027	240	865	1,135	496	291
45-64 years.....	2,057	186	508	789	367	207
65 years and over.....	218	20	49	92	40	17
Employed.....	6,360	522	1,752	2,396	1,094	596
Men.....	4,504	371	1,247	1,664	794	428
Women.....	1,856	151	505	732	300	168
Agriculture.....	596	37	114	149	280	16
Non-agriculture.....	5,764	485	1,638	2,247	814	580
Paid Workers.....	5,236	427	1,481	2,059	748	521
Men.....	3,568	288	1,023	1,390	497	370
Women.....	1,668	139	458	669	251	151
Unemployed.....	403	72	156	89	53	33
Men.....	345	68	137	71	46	23
Women.....	58	*	19	18	*	10
Persons not in the Labour Force.....	5,914	686	1,743	1,934	1,003	548
Men.....	1,444	199	416	442	245	142
Women.....	4,470	487	1,327	1,492	758	406

\*Less than 10,000.



**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
APRIL 18, 1964, CANADA**

(estimates in thousands)

Source: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	12,677	1,990	3,645	998	3,759	930	1,355
Labour force.....	6,763	591	3,504	838	953	659	218
Employed.....	6,360	522	3,321	736	934	639	208
Unemployed.....	403	69	183	102	19	20	10
Not in labour force.....	5,914	1,399	141	160	2,806	271	1,137
Participation rate <sup>(2)</sup>							
1964, April 18.....	53.3	29.7	96.1	84.0	25.4	70.9	16.1
March 21.....	53.2	29.7	95.8	83.3	25.1	71.4	15.9
Unemployment rate <sup>(3)</sup>							
1964, April 18.....	6.0	11.7	5.2	12.2	2.0	3.0	4.6
March 21.....	6.8	12.9	6.1	13.8	2.2	2.8	6.0

<sup>(1)</sup> Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

**TABLE A-3—UNEMPLOYED, WEEK ENDED APRIL 18, 1964**

(estimates in thousands)

Source: DBS Labour Force Survey

	April 1964	March 1964	April 1963
Total Unemployed.....	403	456	462
On temporary layoff up to 30 days.....	23	30	22
Without work and seeking work.....	380	426	440
Seeking full-time work.....	365	409	421
Seeking part-time work.....	15	17	19
Seeking under 1 month.....	72	82	68
Seeking 1-3 months.....	123	165	140
Seeking 4-6 months.....	123	121	156
Seeking more than 6 months.....	62	58	76

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

(Revised)

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance and Services (including Government)	Supple- men- tary Labour income	Totals (3)
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
February....	46.8	479.6	157.8	63.8	276.8	95.4	731.3	1,590.6	210.9	1,678.5
March.....	46.0	484.9	156.5	.....	.....	.....	.....	.....	.....	1,692.9
April.....	45.8	494.0	160.9	.....	.....	.....	.....	.....	.....	1,726.6
May.....	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June.....	48.3	513.6	169.9	.....	.....	.....	.....	.....	.....	1,843.2
July.....	49.0	500.1	172.4	.....	.....	.....	.....	.....	.....	1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September...	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	1,879.6
November...	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January*....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February†....	48.7	524.2	165.8	.....	.....	.....	.....	.....	.....	1,824.3

#### Seasonally Adjusted

1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
February....	47.6	491.6	163.5	74.2	350.5	98.1	749.7	1,604.8	214.1	1,747.6
March.....	47.1	494.2	163.7	.....	.....	.....	.....	.....	.....	1,755.0
April.....	47.5	496.7	164.8	.....	.....	.....	.....	.....	.....	1,766.3
May.....	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June.....	47.3	499.8	165.3	.....	.....	.....	.....	.....	.....	1,780.4
July.....	47.5	499.1	165.2	.....	.....	.....	.....	.....	.....	1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September...	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November...	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January*....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February†....	49.6	537.6	171.4	.....	.....	.....	.....	.....	.....	1,899.9

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised

†Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at February 1964 employers in the principal non-agricultural industries reported a total employment of 2,939,919. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>[1]</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
<b>1963—</b>						
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
<b>1964—</b>						
January*.....	123.3	198.1	85.10	117.0	202.0	88.83
February†.....	123.0	199.5	85.72	117.6	202.3	88.96

<sup>[1]</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES  
AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	125.8	126.0	113.6	77.49	76.45	74.34
Prince Edward Island.....	112.9	117.8	103.6	63.60	62.73	63.51
Nova Scotia.....	94.6	94.8	89.2	71.36	71.00	68.78
New Brunswick.....	103.8	104.2	98.8	72.19	71.58	70.05
Quebec.....	121.7	122.5	116.3	82.24	82.49	80.31
Ontario.....	126.9	126.8	121.1	88.86	88.66	85.68
Manitoba.....	110.1	111.6	105.2	78.82	77.82	76.80
Saskatchewan.....	120.3	121.3	114.0	80.69	80.06	78.73
Alberta (including Northwest Territories).....	157.5	158.0	151.8	86.00	85.28	84.65
British Columbia (including Yukon).....	118.0	118.0	112.1	93.20	91.44	90.59
<b>Canada.....</b>	<b>123.0</b>	<b>123.3</b>	<b>117.3</b>	<b>85.72</b>	<b>85.10</b>	<b>82.91</b>
<b>Urban Areas</b>						
St. John's.....	128.6	140.3	134.8	64.20	63.64	62.65
Sydney.....	77.3	77.5	78.1	84.57	85.97	81.57
Halifax.....	130.6	130.3	124.9	73.53	72.44	69.76
Moncton.....	99.0	101.2	97.1	67.19	66.54	62.99
Saint John.....	114.9	111.9	118.5	71.30	70.79	68.91
Chicoutimi—Jonquiere.....	111.5	113.1	101.4	100.43	100.29	98.98
Quebec.....	121.1	121.5	118.3	72.93	72.62	71.40
Sherbrooke.....	115.6	116.4	108.3	72.61	72.08	69.41
Shawinigan.....	102.4	103.8	92.6	90.39	90.49	91.35
Three Rivers.....	114.7	114.1	110.0	78.59	77.20	74.17
Drummondville.....	91.5	91.0	82.8	68.98	68.37	67.55
Montreal.....	129.3	129.2	124.0	84.69	84.18	81.56
Ottawa—Hull.....	134.5	134.7	128.5	79.57	79.13	76.64
Kingston.....	127.7	126.2	114.6	83.57	83.40	80.82
Peterborough.....	102.2	102.9	94.4	93.17	92.21	91.89
Oshawa.....	223.1	222.0	197.2	109.49	115.07	99.22
Toronto.....	143.1	142.5	136.3	89.42	89.08	86.14
Hamilton.....	118.4	118.0	112.4	94.33	93.69	90.91
St. Catharines.....	119.3	118.7	110.1	101.21	101.45	96.24
Niagara Falls.....	92.9	90.6	92.8	86.66	87.72	85.10
Brantford.....	90.3	89.6	85.4	81.99	81.28	81.72
Guelph.....	131.2	129.1	127.4	78.59	78.48	76.34
Galt.....	127.2	126.5	116.3	77.04	77.15	74.94
Kitchener.....	144.4	146.0	132.9	78.76	78.80	76.81
Sudbury.....	124.4	122.3	123.8	95.00	95.55	93.03
Timmins.....	84.2	85.6	87.4	76.68	75.80	75.14
London.....	140.3	141.1	134.7	81.01	80.44	77.93
Sarnia.....	130.1	131.6	125.2	108.85	109.58	106.21
Windsor.....	81.6	81.8	73.2	96.56	98.32	90.54
Sault Ste. Marie.....	146.5	145.6	140.0	106.85	107.84	105.15
Fort William—Port Arthur.....	101.6	103.3	97.5	83.91	82.66	82.63
Winnipeg.....	112.6	113.9	107.5	75.92	74.92	73.21
Regina.....	143.0	144.6	132.3	79.40	79.38	77.62
Saskatoon.....	137.4	139.1	129.2	74.06	74.58	71.95
Edmonton.....	202.8	202.2	193.9	79.50	78.78	79.00
Calgary.....	179.3	180.5	172.4	84.50	84.28	82.41
Vancouver.....	120.6	120.1	112.5	91.33	90.38	88.26
Victoria.....	110.0	120.8	114.4	81.99	81.90	82.54



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for the other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963
				\$	\$	\$
<b>Mining</b> .....	<b>113.2</b>	<b>112.7</b>	<b>112.5</b>	<b>106.00</b>	<b>105.99</b>	<b>102.81</b>
Metal mining.....	124.5	124.4	126.3	104.88	105.03	101.90
Gold.....	64.1	64.3	66.6	86.80	86.72	83.40
Other metal.....	180.6	180.4	181.8	110.85	111.10	108.20
Fuels.....	88.7	88.3	86.5	112.76	112.65	109.80
Coal.....	39.4	39.6	39.5	83.14	84.34	80.32
Oil and natural gas.....	288.7	285.5	278.3	129.16	128.60	126.87
Non-metal.....	134.3	131.3	126.8	97.51	96.91	92.89
<b>Manufacturing</b> .....	<b>117.6</b>	<b>117.0</b>	<b>112.2</b>	<b>88.96</b>	<b>88.83</b>	<b>85.41</b>
Durable goods.....	124.8	123.9	117.6	95.74	95.86	91.96
Non-durable goods.....	111.6	111.3	107.7	82.61	82.29	79.42
Food and beverages.....	107.2	107.3	104.5	78.82	78.48	75.99
Meat products.....	129.5	131.3	126.6	84.64	85.49	83.46
Canned and preserved fruits and vegetables.....	84.7	84.7	82.0	71.05	70.34	68.24
Grain mill products.....	96.0	95.0	95.5	87.43	87.11	82.75
Bread and other bakery products.....	109.7	109.5	108.6	74.18	73.85	70.11
Distilled and malt liquors.....	91.7	91.1	90.4	109.94	109.57	105.20
Tobacco and tobacco products.....	99.9	106.7	116.8	79.32	80.23	77.35
Rubber products.....	115.9	115.5	107.6	91.20	91.29	89.07
Leather products.....	90.2	89.7	90.7	61.38	60.83	57.51
Boots and shoes (except rubber).....	94.9	94.4	97.9	59.61	59.25	55.81
Other leather products.....	81.5	81.3	77.5	65.15	64.16	61.43
Textile products (except clothing).....	88.5	87.9	82.6	71.19	71.29	67.83
Cotton yarn and broad woven goods.....	76.8	76.4	72.2	68.76	68.99	64.30
Woollen goods.....	65.7	65.2	62.4	65.06	65.08	62.82
Synthetic textiles and silk.....	105.5	104.0	94.2	77.99	77.82	74.83
Clothing (textile and fur).....	100.4	99.2	94.9	57.05	55.90	54.21
Men's clothing.....	104.7	103.1	98.8	55.82	55.33	53.21
Women's clothing.....	113.0	110.7	105.3	59.25	57.30	56.33
Knit goods.....	75.2	75.9	72.6	56.18	55.34	53.05
Wood products.....	113.4	112.1	105.0	77.56	76.20	74.84
Saw and planing mills.....	116.9	115.2	107.2	80.35	78.63	77.90
Furniture.....	122.3	121.8	115.0	74.02	73.43	70.62
Other wood products.....	78.2	77.6	73.6	67.08	66.26	65.12
Paper products.....	126.2	126.2	121.6	102.86	102.34	98.34
Pulp and paper mills.....	125.6	126.1	121.0	110.81	110.35	106.20
Other paper products.....	127.5	126.5	122.9	84.06	83.17	79.80
Printing, publishing and allied industries.....	126.4	125.8	124.5	96.94	96.17	93.31
Iron and steel products.....	116.5	114.8	110.9	100.03	100.07	96.97
Agricultural implements.....	73.2	71.3	71.2	107.36	107.25	105.50
Fabricated and structural steel.....	143.9	140.8	143.2	101.32	100.83	98.96
Hardware and tools.....	122.0	119.3	112.0	88.25	88.44	85.37
Heating and cooking appliances.....	109.6	105.9	102.3	87.13	87.39	83.87
Iron castings.....	106.0	104.8	96.6	96.49	95.77	92.75
Machinery, Industrial.....	138.1	136.7	130.9	96.70	96.96	93.70
Primary iron and steel.....	133.9	133.0	125.6	113.45	113.95	110.45
Sheet metal products.....	116.1	115.3	111.9	96.16	96.19	92.94
Wire and wire products.....	121.9	119.7	112.9	99.15	98.21	94.61
Transportation equipment.....	125.1	125.7	114.5	104.35	105.88	98.45
Aircraft and parts.....	250.7	249.2	229.3	107.01	106.87	101.69
Motor vehicles.....	143.8	143.5	123.4	119.18	122.92	111.82
Motor vehicle parts and accessories.....	152.1	150.9	126.8	101.65	105.77	96.40
Railroad and rolling stock equipment.....	57.3	56.4	52.2	92.49	90.77	88.11
Shipbuilding and repairing.....	131.6	141.1	152.1	90.58	91.36	88.00
Non-ferrous metal products.....	128.7	126.9	121.0	99.21	99.87	95.72
Aluminum products.....	141.6	140.7	135.6	96.55	96.68	93.56
Brass and copper products.....	114.6	111.9	103.0	97.53	98.50	92.05
Smelting and refining.....	137.6	135.4	130.5	107.65	109.14	104.76
Electrical apparatus and supplies.....	156.2	155.8	152.4	93.43	93.02	90.24
Heavy electrical machinery.....	117.4	116.6	114.3	100.00	99.48	97.35
Telecommunication equipment.....	275.1	278.4	279.4	89.85	89.78	85.98
Non-metallic mineral products.....	144.1	142.3	137.6	93.76	93.09	88.90
Clay products.....	79.9	78.4	77.5	84.57	83.11	82.37
Glass and glass products.....	169.1	166.6	164.7	90.69	91.65	87.41
Products of petroleum and coal.....	127.5	137.4	131.6	127.75	129.31	124.81
Petroleum refining and products.....	140.8	140.6	134.2	128.58	130.66	125.69
Chemical products.....	135.6	136.0	133.1	103.83	104.13	100.74
Medicinal and pharmaceutical preparations.....	126.9	125.8	122.3	93.36	92.97	89.75
Acids, alkalis and salts.....	147.2	154.1	154.0	116.76	116.37	112.59
Other chemical products.....	135.0	134.2	130.8	102.85	103.30	99.89
Miscellaneous manufacturing industries.....	157.1	155.0	145.5	79.11	78.59	75.61
<b>Construction</b> .....	<b>105.9</b>	<b>108.8</b>	<b>100.5</b>	<b>94.35</b>	<b>92.57</b>	<b>89.74</b>
Building and general engineering.....	110.7	113.6	101.5	100.72	98.68	95.77
Highways, bridges and streets.....	98.0	100.8	98.8	82.49	81.22	79.54
<b>Electric and motor transportation</b> .....	<b>143.7</b>	<b>144.4</b>	<b>138.9</b>	<b>90.70</b>	<b>89.83</b>	<b>86.75</b>
<b>Service</b> .....	<b>169.6</b>	<b>167.6</b>	<b>153.5</b>	<b>60.54</b>	<b>60.10</b>	<b>59.03</b>
Hotels and restaurants.....	144.2	142.9	131.5	46.43	46.04	45.17
Laundries and dry cleaning plants.....	145.3	144.3	131.0	53.25	52.52	50.69
.....	320.3	314.3	283.6	86.90	87.17	87.31
<b>Industrial composite</b> .....	<b>123.0</b>	<b>123.3</b>	<b>117.3</b>	<b>85.72</b>	<b>85.10</b>	<b>82.91</b>

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963
				\$	\$	\$
Newfoundland.....	39.9	38.0	36.0	1.79	1.82	1.77
Nova Scotia.....	40.6	40.0	39.9	1.73	1.74	1.69
New Brunswick.....	40.6	41.5	40.7	1.72	1.75	1.69
Quebec.....	42.1	42.1	41.5	1.78	1.78	1.72
Ontario.....	41.2	41.4	40.8	2.10	2.10	2.02
Manitoba.....	40.7	40.3	39.9	1.82	1.81	1.78
Saskatchewan.....	38.8	38.6	38.2	2.08	2.07	2.05
Alberta (includes Northwest Territories)	39.9	39.8	39.8	2.04	2.04	2.01
British Columbia (includes Yukon Territory)	38.4	37.8	38.6	2.42	2.42	2.35

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.



TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963
<b>Mining</b> .....	<b>42.5</b>	<b>42.9</b>	<b>42.4</b>	<b>2.29</b>	<b>2.27</b>	<b>2.23</b>	<b>97.03</b>	<b>97.38</b>	<b>91.69</b>
Metal mining.....	42.1	42.6	42.1	2.34	2.33	2.28	98.57	99.12	96.15
Gold.....	43.1	43.9	42.9	1.87	1.84	1.80	80.65	80.82	77.28
Other metal.....	41.7	42.2	41.9	2.51	2.50	2.46	104.91	105.60	103.11
Fuels.....	43.9	44.0	43.3	2.18	2.17	2.16	95.74	95.66	93.66
Coal.....	42.8	43.6	42.4	1.92	1.92	1.86	82.07	83.64	78.66
Oil and natural gas.....	45.4	44.7	44.7	2.53	2.53	2.56	114.77	112.75	114.26
Non-metal.....	42.3	42.5	42.0	2.17	2.16	2.11	91.94	91.86	88.55
<b>Manufacturing</b> .....	<b>41.2</b>	<b>41.2</b>	<b>40.7</b>	<b>1.99</b>	<b>1.99</b>	<b>1.93</b>	<b>82.01</b>	<b>81.99</b>	<b>78.45</b>
Durable goods.....	41.6	41.7	41.2	2.16	2.16	2.09	89.83	90.10	85.90
Non-durable goods.....	40.8	40.6	40.3	1.82	1.82	1.77	74.30	74.04	71.24
Food and beverages.....	40.0	40.0	39.7	1.77	1.78	1.72	71.04	70.99	68.51
Meat products.....	39.2	39.7	39.4	1.99	2.00	1.98	78.21	79.60	77.89
Canned and preserved fruits and vegetables.....	40.5	40.6	39.9	1.53	1.50	1.46	61.83	60.96	58.09
Grain mill products.....	42.9	42.8	41.3	1.94	1.92	1.84	83.17	82.35	75.99
Bread and other bakery products.....	40.8	41.0	40.6	1.66	1.65	1.58	67.99	67.72	64.23
Distilled liquors.....	40.0	40.7	40.3	2.34	2.36	2.26	93.52	96.16	90.97
Malt liquors.....	39.1	38.4	39.0	2.58	2.56	2.45	100.91	98.53	95.71
Tobacco and tobacco products.....	37.9	38.6	41.7	1.91	1.91	1.73	72.39	73.83	72.13
Rubber products.....	42.0	42.1	42.2	2.04	2.04	1.97	85.48	85.76	83.09
Leather products.....	41.8	41.5	40.8	1.36	1.36	1.30	56.75	56.27	53.09
Boots and shoes (except rubber).....	41.8	41.6	41.1	1.32	1.32	1.26	55.17	54.77	51.58
Other leather products.....	41.6	41.1	40.3	1.45	1.45	1.40	60.18	59.50	56.61
Textile products (except clothing).....	42.6	42.9	42.0	1.51	1.51	1.46	64.53	64.79	61.24
Cotton yarn and broad woven goods.....	42.0	42.5	40.2	1.54	1.53	1.49	64.56	65.22	59.91
Woolen goods.....	42.8	42.6	42.6	1.39	1.40	1.34	59.61	59.46	57.10
Synthetic textiles and silk.....	43.3	43.5	43.5	1.62	1.61	1.55	69.98	7.13	67.42
Clothing (textile and fur).....	39.9	39.3	39.1	1.31	1.30	1.26	52.37	51.13	49.36
Men's clothing.....	39.7	39.6	39.4	1.31	1.30	1.25	51.92	51.40	49.14
Women's clothing.....	38.6	37.6	37.4	1.42	1.40	1.38	54.91	52.69	51.44
Knit goods.....	42.1	41.5	41.3	1.21	1.21	1.17	51.13	50.12	48.36
*Wood products.....	41.9	41.3	41.7	1.76	1.75	1.70	73.79	72.32	71.09
Saw and planing mills.....	41.4	40.6	41.2	1.88	1.87	1.82	77.86	75.88	75.17
Furniture.....	42.7	42.5	42.6	1.60	1.60	1.53	68.28	67.80	65.34
Other wood products.....	43.1	43.0	42.6	1.42	1.40	1.39	61.11	60.31	59.14
Paper products.....	41.5	41.3	40.5	2.33	2.32	2.26	96.56	95.98	91.63
Pulp and paper mills.....	41.5	41.5	40.5	2.51	2.50	2.45	104.28	103.87	99.11
Other paper products.....	41.3	40.9	40.4	1.85	1.84	1.77	76.40	75.11	71.57
Printing, publishing and allied industries.....	38.9	38.6	38.8	2.48	2.46	2.38	96.52	95.06	92.41
*Iron and steel products.....	41.7	41.7	41.2	2.28	2.28	2.23	95.10	95.13	91.99
Agricultural implements.....	42.0	41.9	42.3	2.41	2.40	2.35	101.43	100.62	99.53
Fabricated and structural steel.....	41.9	41.5	41.2	2.21	2.21	2.20	92.48	91.78	90.65
Hardware and tools.....	43.2	43.2	42.9	1.90	1.92	1.86	82.29	83.15	79.60
Heating and cooking appliances.....	41.6	40.3	40.1	1.96	1.94	1.89	81.71	78.40	76.03
Iron castings.....	42.4	42.3	42.0	2.19	2.19	2.12	92.95	92.62	88.98
Machinery, Industrial.....	42.4	42.5	42.3	2.14	2.15	2.09	90.76	92.21	88.18
Primary iron and steel.....	40.6	40.9	40.2	2.68	2.68	2.63	108.74	109.51	105.73
Sheet metal products.....	41.2	41.0	40.8	2.18	2.19	2.13	89.61	89.65	87.00
Wire and wire products.....	42.7	42.7	41.1	2.23	2.21	2.17	95.22	94.48	89.03
*Transportation equipment.....	41.8	42.4	41.1	2.36	2.37	2.26	98.54	100.50	92.88
Aircraft and parts.....	41.9	42.4	41.8	2.31	2.31	2.22	96.86	97.75	92.62
Motor vehicles.....	42.8	44.1	42.1	2.63	2.64	2.50	112.82	116.57	105.16
Motor vehicle parts and accessories.....	41.9	43.5	41.9	2.31	2.34	2.19	96.73	101.75	91.61
Railroad and rolling stock equipment.....	41.0	40.4	40.0	2.21	2.20	2.16	90.60	88.92	86.22
Shipbuilding and repairing.....	40.2	39.9	39.3	2.19	2.24	2.19	88.14	89.52	86.08
*Non-ferrous metal products.....	41.1	41.3	40.5	2.25	2.26	2.18	92.67	93.44	88.51
Aluminum products.....	41.5	42.0	41.5	2.07	2.05	1.99	85.99	86.20	82.58
Brass and copper products.....	42.6	43.2	41.1	2.19	2.20	2.10	93.16	94.94	86.33
Smelting and refining.....	40.3	40.5	40.0	2.51	2.52	2.43	100.86	102.21	97.41
*Electrical apparatus and supplies.....	40.6	40.8	40.6	1.99	1.98	1.93	80.89	80.70	78.12
Heavy electrical machinery and equipment.....	40.9	40.8	40.7	2.21	2.19	2.15	90.45	89.57	87.60
Telecommunication equipment.....	39.2	39.4	39.8	1.80	1.80	1.72	70.76	70.71	68.34
Refrigerators, vacuum cleaners and appliances.....	40.1	40.8	40.3	2.04	2.02	2.02	81.75	82.50	81.41
Wire and cable.....	41.8	42.4	41.4	2.21	2.20	2.14	92.52	93.33	88.62
Miscellaneous electrical products.....	41.4	41.3	40.9	1.89	1.89	1.83	78.34	77.94	74.82
*Non-metallic mineral products (1).....	42.8	42.5	41.4	2.03	2.03	1.98	86.91	86.46	81.83
Clay products.....	42.5	41.9	41.2	1.83	1.82	1.82	77.54	76.36	75.03
Glass and glass products.....	41.2	41.7	40.8	2.06	2.07	1.98	84.84	86.47	81.03
Products of petroleum and coal.....	40.8	41.5	41.3	2.75	2.78	2.70	112.23	115.16	111.42
Chemical products.....	40.9	41.0	40.7	2.20	2.22	2.15	90.22	91.06	87.53
Medicinal and pharmaceutical preparations.....	39.9	39.9	40.0	1.73	1.74	1.68	69.15	69.38	67.37
Acids, alkalis and salts.....	41.2	40.9	40.6	2.52	2.54	2.49	103.84	103.87	101.02
Miscellaneous manufacturing industries.....	41.7	41.5	41.6	1.65	1.65	1.59	68.93	68.33	65.96
Professional and scientific equipment.....	41.3	41.6	40.8	2.00	2.00	1.92	82.51	83.32	78.45
<b>Construction</b> .....	<b>41.2</b>	<b>40.1</b>	<b>40.1</b>	<b>2.24</b>	<b>2.24</b>	<b>2.16</b>	<b>92.11</b>	<b>89.99</b>	<b>86.60</b>
Building and general engineering.....	40.4	39.6	39.5	2.43	2.42	2.34	98.25	96.03	92.59
Highways, bridges and streets.....	42.8	41.2	41.3	1.84	1.85	1.80	78.83	76.41	74.57
<b>Electric and motor transportation</b> .....	<b>43.8</b>	<b>43.6</b>	<b>43.4</b>	<b>2.06</b>	<b>2.06</b>	<b>2.00</b>	<b>90.35</b>	<b>89.71</b>	<b>86.74</b>
<b>Service</b> .....	<b>37.4</b>	<b>37.0</b>	<b>37.6</b>	<b>1.19</b>	<b>1.18</b>	<b>1.13</b>	<b>44.46</b>	<b>43.72</b>	<b>42.51</b>
Hotels and restaurants.....	36.9	36.6	37.7	1.16	1.15	1.10	42.76	42.17	41.30
Laundries and dry cleaning plants.....	39.8	39.4	39.0	1.11	1.11	1.06	44.21	43.61	41.21

\* Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January*.....	41.2	1.99	81.99	196.4	146.0
February†.....	41.2	1.99	82.01	196.5	146.0

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.



## D—National Employment Service Statistics

Statistics presented in the following tables relate to registration for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
April 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
April 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
April 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
April 1962.....	25,557	18,868	44,425	496,099	146,551	642,650
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964 <sup>(1)</sup> .....	23,470	18,805 R	42,275 R	511,312	149,296 R	660,608 R
April 1964 <sup>(1)</sup> .....	00,000	00,000	00,000	000,000	000,000	000,000

[<sup>(1)</sup>] Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED, DURING YEAR, 1960-1963 AND DURING MONTH, MARCH 1963—MARCH 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—March.....	209,852	73,346	54,427	35,090	42,942	24,990
1963—April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	83,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March <sup>(1)</sup> .....	215,718	74,565	66,580	34,818	50,178	24,578

<sup>(1)</sup>Preliminary—Subject to revision.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING MARCH 1964<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from March 1963
<b>Agriculture, Fishing, Trapping.....</b>	<b>951</b>	<b>110</b>	<b>1,061</b>	<b>- 1,000</b>
<b>Forestry.....</b>	<b>976</b>	<b>19</b>	<b>995</b>	<b>+ 233</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>738</b>	<b>51</b>	<b>789</b>	<b>+ 29</b>
Metal Mining.....	417	9	426	- 39
Fuels.....	169	27	196	+ 87
Non-Metal Mining.....	19	.....	19	- 25
Quarrying, Clay and Sand Pits.....	76	1	77	- 10
Prospecting.....	57	14	71	+ 16
<b>Manufacturing.....</b>	<b>13,651</b>	<b>6,322</b>	<b>19,973</b>	<b>+ 1,534</b>
Foods and Beverages.....	1,083	692	1,775	+ 40
Tobacco and Tobacco Products.....	17	17	34	- 18
Rubber Products.....	148	102	250	+ 80
Leather Products.....	191	303	494	- 29
Textile Products (except clothing).....	599	344	943	+ 34
Clothing (textile and fur).....	388	1,761	2,149	+ 33
Wood Products.....	1,961	269	2,230	+ 524
Paper Products.....	984	284	1,268	+ 424
Printing, Publishing and Allied Industries.....	2,849	503	3,352	+ 251
Iron and Steel Products.....	2,849	402	3,251	+ 657
Transportation Equipment.....	2,578	220	2,798	- 79
Non-Ferrous Metal Products.....	348	201	549	+ 45
Electrical Apparatus and Supplies.....	437	545	982	+ 73
Non-Metallic Mineral Products.....	404	65	469	- 57
Products of Petroleum and Coal.....	63	10	73	- 1
Chemical Products.....	589	204	793	+ 94
Miscellaneous Manufacturing Industries.....	466	400	866	- 35
<b>Construction.....</b>	<b>7,024</b>	<b>139</b>	<b>7,163</b>	<b>- 595</b>
General Contractors.....	4,484	86	4,570	- 520
Special Trade Contractors.....	2,540	53	2,593	- 75
<b>Transportation, Storage and Communication.....</b>	<b>3,130</b>	<b>299</b>	<b>3,429</b>	<b>+ 90</b>
Transportation.....	2,756	133	2,889	+ 31
Storage.....	283	52	335	+ 81
Communication.....	91	114	205	- 22
<b>Public Utility Operation.....</b>	<b>252</b>	<b>34</b>	<b>286</b>	<b>- 16</b>
<b>Trade.....</b>	<b>7,761</b>	<b>4,501</b>	<b>12,262</b>	<b>+ 1,558</b>
Wholesale.....	3,273	979	4,252	+ 336
Retail.....	4,488	3,522	8,010	+ 1,222
<b>Finance, Insurance and Real Estate.....</b>	<b>492</b>	<b>987</b>	<b>1,479</b>	<b>+ 142</b>
<b>Service.....</b>	<b>15,203</b>	<b>12,116</b>	<b>27,319</b>	<b>+ 4,849</b>
Community or Public Service.....	697	1,201	1,898	- 30
Government Service.....	9,154	1,150	10,304	+ 4,669
Recreation Service.....	394	173	567	+ 77
Business Service.....	857	571	1,428	- 189
Personal Service.....	4,101	9,021	13,122	+ 322
<b>GRAND TOTAL.....</b>	<b>50,178</b>	<b>24,578</b>	<b>74,756</b>	<b>+ 6,824</b>

<sup>(1)</sup>Preliminary—subject to revision.



**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT MARCH 31, 1964<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	9,563	1,998	11,561
Clerical Workers.....	21,332	46,163	67,495
Sales Workers.....	9,307	19,238	28,545
Personal and Domestic Service Workers.....	45,483	31,463	76,946
Seamen.....	3,653	79	3,732
Agriculture, Fishing, Forestry (Ex. log.).....	9,398	1,149	10,547
Skilled and Semi-Skilled Workers.....	233,292	17,044	250,336
Food and kindred products (incl. tobacco).....	2,048	633	2,681
Textiles, clothing, etc.....	2,387	9,472	11,859
Lumber and lumber products.....	36,766	144	36,910
Pulp, paper (incl. printing).....	1,455	491	1,946
Leather and leather products.....	1,197	892	2,089
Stone, clay and glass products.....	666	26	692
Metalworking.....	14,564	962	15,526
Electrical.....	3,304	1,163	4,467
Transportation equipment.....	481	31	512
Mining.....	3,106	.....	3,106
Construction.....	67,809	8	67,817
Transportation (except seamen).....	47,957	123	48,080
Communications and public utility.....	1,134	3	1,137
Trade and service.....	6,548	1,825	8,373
Other skilled and semi-skilled.....	28,780	963	29,743
Foremen.....	5,918	296	6,214
Apprentices.....	9,172	12	9,184
Unskilled Workers.....	179,284	32,162	211,446
Food and tobacco.....	7,892	11,207	19,099
Lumber and lumber products.....	20,556	429	20,985
Metalworking.....	4,941	671	5,612
Construction.....	96,005	3	96,008
Other unskilled workers.....	49,890	19,852	69,742
<b>GRAND TOTAL.....</b>	<b>511,312</b>	<b>149,296</b>	<b>660,608</b>

<sup>(1)</sup>Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT MARCH 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) March 31, 1964	Previous Year March 29, 1963		(1) March 31, 1964	Previous Year March 29, 1963
<b>Newfoundland</b>	<b>39,397</b>	<b>28,542</b>	<b>Quebec—Concluded</b>		
Corner Brook	6,196	6,469	Sherbrooke	6,018	6,930
Grand Falls	3,195	3,383	Sorel	2,119	2,318
St. John's	21,006	18,690	Thetford Mines	2,132	2,799
			Trois-Rivières	6,141	7,174
<b>Prince Edward Island</b>	<b>5,681</b>	<b>5,954</b>	Val d'Or	3,092	3,017
Charlottetown	3,637	3,731	Valleyfield	2,291	2,920
Summerside	2,044	2,223	Victoriaville	2,575	2,682
			Ville St. Georges	4,436	4,936
<b>Nova Scotia</b>	<b>37,723</b>	<b>36,562</b>	<b>Ontario</b>	<b>183,426</b>	<b>213,933</b>
Amherst	1,265	1,452	Arnprior	476	508
Bridgewater	2,185	2,121	Barrie	1,639	1,934
Halifax	6,981	7,543	Belleville	2,240	2,314
Inverness	1,254	1,402	Bracebridge	1,546	1,746
Kentville	3,588	3,946	Brampton	1,372	1,563
Liverpool	872	865	Brantford	2,118	2,902
New Glasgow	4,446	4,962	Brookville	699	822
Springhill	1,205	1,302	Carleton Place	381	512
Sydney	8,288	5,213	Chatham	2,257	2,510
Sydney Mines	1,846	1,939	Cobourg	873	928
Truro	2,204	2,187	Collingwood	868	927
Yarmouth	3,594	3,630	Cornwall	3,267	3,694
<b>New Brunswick</b>	<b>34,509</b>	<b>37,507</b>	Elliot Lake	477	575
Bathurst	6,603	6,335	Fort Erie	737	704
Campbellton	3,102	3,171	Fort Frances	1,130	923
Edmundston	2,851	3,028	Fort William	3,359	3,642
Fredericton	2,248	3,000	Galt	1,077	1,356
Minto	458	575	Gananouque	370	433
Moncton(2)	3,281	9,071	Goderich	664	880
Newcastle	3,348	3,860	Guelph	1,308	1,785
Saint John	3,352	2,949	Hamilton	12,730	14,393
St. Stephen	1,611	2,130	Hawkesbury	1,230	1,213
Sussex	740	998	Kapuskasing	1,286	1,585
Woodstock	1,915	2,390	Kenora	1,341	1,496
			Kingston	2,188	2,673
<b>Quebec</b>	<b>217,374</b>	<b>247,252</b>	Kirkland Lake	938	1,351
Alma	2,441	3,440	Kitchener	2,510	3,125
Asbestos	969	992	Leamington	1,225	1,085
Baie Comeau	1,243	1,586	Lindsay	789	902
Beauharnois	1,412	1,642	Listowel	413	582
Buckingham	1,551	1,890	London	4,797	5,284
Causapscal	3,359	3,768	Long Branch	3,652	3,874
Chandler	2,898	2,807	Midland	1,223	1,495
Chicoutimi	3,014	3,604	Napanea	783	1,043
Cowansville	516	599	New Liskeard	561	637
Dolbeau	2,382	2,793	Newmarket	1,449	1,895
Drummondville	2,418	2,802	Niagara Falls	2,761	3,174
Farnham	545	660	North Bay	2,333	2,693
Forestville	1,718	1,630	Oakville	827	909
Gaspé	2,597	2,743	Orillia	1,035	1,315
Granby	2,289	2,968	Oshawa	4,451	5,279
Hull	5,242	6,030	Ottawa	8,077	9,537
Joliette	4,845	5,385	Owen Sound	1,728	2,197
Jonquière	2,686	3,920	Parry Sound	769	845
Lachute	1,011	1,293	Pembroke	2,342	2,596
Lac Mégantic	1,671	2,193	Perth	716	739
La Malbaie	3,050	3,212	Peterborough	3,259	3,962
La Tuque	1,146	1,489	Picton	552	582
Lévis	5,203	4,864	Port Arthur	4,988	5,642
Louiseville	1,581	1,817	Port Colborne	814	1,289
Magog	810	1,033	Prescott	972	1,044
Maniwaki	1,526	1,966	Renfrew	612	810
Matane	3,465	4,981	St. Catharines	3,740	4,711
Mont-Laurier	1,523	1,763	St. Thomas	954	1,189
Montmagny	2,864	2,779	Sarnia	2,746	2,635
Montréal	63,845	72,258	Sault Ste. Marie	3,358	3,481
New Richmond	2,683	2,736	Simcoe	1,677	1,927
Port Alfred	1,860	2,185	Smiths Falls	596	644
Québec	16,576	16,288	Stratford	628	953
Rimouski	5,088	6,175	Sturgeon Falls	1,223	1,366
Rivière du Loup	6,589	7,727	Sudbury	4,928	6,859
Roberval	1,802	2,390	Tillsonburg	690	629
Rouyn	3,923	5,001	Timmins	2,219	2,724
Ste. Agathe des Monts	1,668	1,779	Toronto	44,989	51,136
Ste. Anne de Bellevue	1,340	1,309	Trenton	883	1,040
Ste. Thérèse	2,612	3,061	Walkerton	949	1,069
St. Hyacinthe	2,340	2,362	Wallaceburg	784	703
St. Jean	2,266	2,901	Welland	2,064	2,295
St. Jérôme	2,102	2,353	Weston	3,422	4,267
Sept-Îles	2,407	3,061	Windsor	6,522	9,408
Shawinigan	5,494	6,241	Woodstock	846	993



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT MARCH 31, 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) March 31, 1964	Previous Year March 29, 1963		(1) March 31, 1964	Previous Year March 29, 1963
<b>Manitoba</b> .....	<b>29,801</b>	<b>35,356</b>	<b>British Columbia</b> .....	<b>63,020</b>	<b>79,038</b>
Brandon.....	2,618	3,189	Chilliwack.....	2,061	1,716
Dauphin.....	2,008	2,273	Courtenay.....	1,048	1,061
Flin Flon.....	236	181	Cranbrook.....	1,389	1,497
Portage la Prairie.....	1,424	1,574	Dawson Creek.....	1,495	1,513
The Pas.....	525	596	Duncan.....	685	602
Winnipeg.....	22,990	27,543	Kamloops.....	1,917	1,675
<b>Saskatchewan</b> .....	<b>21,672</b>	<b>26,081</b>	Kelowna.....	1,857	1,792
Estevan.....	484	503	Mission City.....	1,265	1,143
Lloydminster.....	472	641	Nanaimo.....	954	974
Moose Jaw.....	1,501	1,883	Nelson.....	966	1,193
North Battleford.....	1,510	1,790	New Westminster.....	8,699	9,582
Prince Albert.....	2,764	3,435	Penticton.....	2,199	1,909
Regina.....	5,237	6,149	Port Alberni.....	824	769
Saskatoon.....	5,195	6,283	Prince George.....	1,737	2,285
Swift Current.....	995	1,182	Prince Rupert.....	1,725	1,819
Weyburn.....	466	606	Quesnel.....	967	1,592
Yorkton.....	2,988	3,609	Trail.....	1,031	1,132
<b>Alberta</b> .....	<b>37,000</b>	<b>41,971</b>	Vancouver.....	25,158	29,832
Blairmore.....	500	840	Vernon.....	2,032	2,388
Calgary.....	11,561	13,048	Victoria.....	4,384	4,291
Drumheller.....	752	807	Whitehorse.....	627	634
Edmonton.....	16,713	18,038			
Edson.....	520	650	<b>Canada</b> .....	<b>660,608</b>	<b>743,196</b>
Grande Prairie.....	954	1,295			
Lethbridge.....	2,810	3,433	Males.....	511,312	584,889
Medicine Hat.....	1,475	1,733			
Red Deer.....	1,715	2,127	Females.....	149,296	158,307

(1) Preliminary subject to revision.

(2) Includes 1458 registrations reported by the Magdalen Islands local office.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1964—January.....	4,317,000	3,718,400	598,600
1963—December.....	4,331,000	3,798,700	532,300
November.....	4,191,000	3,887,600	303,400
October.....	4,120,000	3,901,100	218,900
September.....	4,114,000	3,927,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, FEBRUARY 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,190	4,382	808	5,853	4,871	982	1,907
Prince Edward Island.....	879	754	125	945	794	151	355
Nova Scotia.....	6,875	5,604	1,271	7,416	6,252	1,164	1,995
New Brunswick.....	8,267	6,736	1,531	8,581	7,298	1,283	2,580
Quebec.....	59,623	44,514	15,109	62,460	51,157	11,303	21,448
Ontario.....	53,750	38,764	14,986	56,797	45,743	11,054	18,171
Manitoba.....	7,166	5,802	1,364	8,004	6,642	1,362	2,077
Saskatchewan.....	4,577	3,773	804	5,227	4,213	1,014	1,517
Alberta.....	9,794	7,473	2,321	10,734	8,524	2,210	3,227
British Columbia (incl. Yukon Territory)	15,470	11,435	4,035	17,767	14,205	3,562	4,582
Total, Canada, February 1964.....	171,591	129,237	42,354	183,784	149,699	34,085	57,859
Total, Canada, January 1964.....	258,575	201,577	56,998	314,609	264,637	49,972	70,052
Total, Canada, February 1963.....	188,523	142,392	46,131	207,218	173,294	33,924	58,404

\*In addition, revised claims received numbered 47,431.

†In addition, 49,606 revised claims were disposed of. Of these, 5,085 were special requests not granted and 2,978 appeals by claimants. There were 11,608 revised claims pending at the end of the month.



**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
FEBRUARY 28, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Jan. 31, 1964	Feb. 28, 1963
Canada.....	607,144	175,331	329,288	76,476	26,049	598,561	723,461
Male.....	473,781	137,820	268,818	52,198	14,945	468,375	573,127
Female.....	133,363	37,511	60,470	24,278	11,104	130,186	147,334
Newfoundland.....	37,058	7,098	26,359	3,091	510	35,942	40,016
Male.....	34,545	6,477	25,119	2,585	364	33,551	38,043
Female.....	2,513	621	1,240	506	146	2,391	1,973
Prince Edward Island.....	7,105	877	5,659	441	128	7,284	8,014
Male.....	5,941	729	4,836	328	48	6,102	6,733
Female.....	1,164	148	823	113	80	1,182	1,281
Nova Scotia.....	37,611	7,368	24,363	4,567	1,313	37,386	40,947
Male.....	32,148	6,112	21,589	3,592	855	32,104	34,916
Female.....	5,463	1,256	2,774	975	458	5,282	6,031
New Brunswick.....	36,990	8,587	23,238	4,143	1,022	33,915	39,592
Male.....	30,301	7,456	19,615	2,626	604	27,364	32,902
Female.....	6,689	1,131	3,623	1,517	418	6,551	6,690
Quebec.....	186,445	60,532	95,272	22,307	8,334	179,451	221,247
Male.....	151,747	50,382	80,700	15,705	4,960	144,845	182,792
Female.....	34,698	10,150	14,572	6,602	3,374	34,606	38,455
Ontario.....	165,567	51,131	83,818	21,848	8,770	166,152	201,519
Male.....	117,309	36,970	61,960	13,465	4,914	118,461	148,662
Female.....	48,258	14,161	12,858	8,383	3,856	47,691	52,857
Manitoba.....	26,859	7,351	14,684	3,537	1,287	25,870	35,626
Male.....	20,398	5,324	11,920	2,495	659	20,305	27,448
Female.....	6,461	2,027	2,764	1,042	628	5,565	8,178
Saskatchewan.....	20,361	5,126	11,944	2,723	568	19,760	25,931
Male.....	16,353	4,010	10,059	2,042	242	16,191	20,977
Female.....	4,008	1,116	1,885	681	326	3,569	4,954
Alberta.....	33,122	11,770	15,438	4,697	1,217	32,221	39,079
Male.....	25,886	9,424	12,297	3,406	759	15,111	31,591
Female.....	7,236	2,346	3,141	1,291	458	7,110	7,488
British Columbia.....	56,026	15,491	28,513	9,122	2,900	60,580	68,490
Male.....	39,153	10,936	20,723	5,954	1,540	44,341	49,063
Female.....	16,873	4,555	7,790	3,168	1,360	16,239	19,427

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, FEBRUARY 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	153,880	3,753,322
Prince Edward Island.....	26,449	598,668
Nova Scotia.....	135,769	3,152,740
New Brunswick.....	114,448	2,601,779
Quebec.....	598,106	15,174,880
Ontario.....	536,449	13,338,247
Manitoba.....	92,263	2,304,282
Saskatchewan.....	66,825	1,693,760
Alberta.....	103,604	2,652,352
British Columbia (including Yukon Territory).....	186,024	4,863,387
Total, Canada, February 1964.....	2,013,817	50,127,417
Total, Canada, January 1964.....	1,851,619	46,411,642
Total, Canada, February 1963.....	2,367,753	58,741,717

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1964**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and alcohol
	March 1963	Feb. 1964	March 1964							
① St. John's, Nfld..	119.3	120.8	120.4	117.2	115.5	113.6	121.7	164.0	151.4	101.6
Halifax.....	131.3	131.6	131.6	125.8	133.4	127.9	137.4	166.5	170.8	124.5
Saint John.....	132.9	134.3	134.3	131.2	132.6	126.4	142.4	186.5	155.4	124.5
Montreal.....	132.0	134.7	134.5	137.7	134.9	110.7	160.2	171.6	151.8	122.3
Ottawa.....	133.1	135.0	135.5	132.4	137.1	123.7	158.6	170.1	143.6	125.3
Toronto.....	133.7	136.0	136.4	129.3	140.2	124.6	141.4	163.7	189.9	123.3
Winnipeg.....	129.8	131.4	131.7	130.1	128.5	124.7	136.2	179.1	140.9	127.2
Saskatoon—Regina	128.3	129.0	128.9	127.3	126.8	130.8	135.7	147.1	148.9	119.4
Edmonton—										
Calgary.....	127.2	127.7	127.8	122.8	126.6	127.4	130.4	168.9	146.8	119.5
Vancouver.....	131.7	131.7	132.1	130.3	135.2	120.9	139.2	151.1	150.4	120.9

N.B.—Indexed above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 954, October 1963 issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963: March.....	17	31	5,196	35,920	0.04
April.....	27	43	8,547	47,050	0.05
May.....	31	47	6,361	30,020	0.03
June.....	43	65	7,442	78,420	0.07
July.....	32	66	17,647	181,910	0.15
August.....	31	58	11,882	75,130	0.07
September.....	31	64	9,643	87,760	0.08
October.....	51	83	26,625	143,980	0.12
November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964: January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	30	30
Mines.....	3	375	7,170
Manufacturing.....	24	4,134	62,730
Construction.....	11	1,715	17,710
Transp. & utilities.....			
Trade.....	8	279	1,120
Finance.....			
Service.....	3	609	3,690
Public administration.....			
All industries.....	50	7,142	92,450

**TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	47	280
New Brunswick.....	2	262	1,700
Quebec.....	11	1,692	14,740
Ontario.....	27	2,779	29,300
Manitoba.....	1	133	1,330
Saskatchewan.....	1	75	230
Alberta.....	1	51	770
British Columbia.....	6	2,103	44,100
Federal.....			
All jurisdictions.....	50	7,142	92,450

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
MARCH 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accu- mulated		
<i>MINES</i> <i>Metal</i> Manitou Barvue Mines, Val d'Or, Que.	Steelworkers Loc. 4653 (AFL-CIO/CLC)	300	6,300	8,700	Feb. 20 .....	Wages, hours, holidays, wel- fare benefits, vacations~
<i>MANUFACTURING</i> <i>Clothing</i> Fashion Craft, Victoriaville, Que.	Clothing Workers' Federation (CNTU)	242	360	360	Mar. 30 .....	Lay-off of one employee~
<i>Wood</i> Weyerhaeuser Canada, Sault Ste. Marie, Ont.	Woodworkers Loc. 2-1000 (AFL-CIO/CLC)	390	8,190	8,580	Feb. 28 .....	Wages, group insurance, pen- sion plan~
Geo. Burchill & Sons, South Nelson, N.B.	Woodworkers Loc. 2-306 (AFL-CIO/CLC)	127	1,020	1,020	Mar. 19 .....	Union shop, dues check-off promotional and lay-off policy~
<i>Metal Fabricating</i> American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	177	3,720	9,420	Jan. 16 .....	Production standards, wages, fringe benefits~
<i>Transportation Equipment</i> Victoria Machinery Depot and Yarrows Ltd. Victoria, B.C.	Boilermakers Loc. 191 (AFL-CIO/CLC) and var- ious other unions	1,555 (46)	32,660	60,560	Feb. 5 .....	Wages, fringe benefits~
Burrard Dry Dock, North Vancouver, B.C.	Various unions	487 (87)	10,230	19,050	Feb. 6 .....	Wages, holidays, duration of contract~
<i>Electrical Products</i> Canadian General Electric, Guelph, Ont.	U.E. Loc. 541 (Ind.)	377	1,700	1,700	Mar. 2 Mar. 9	Wages as affected by re-class- ification of workers, discip- linary suspension of workers ~ Return of workers.
Canadian Westinghouse, Hamilton, Ont.	U.E. Loc. 504 (Ind.)	333	330	330	Mar. 18 Mar. 19	Objection to working along- side former supervisor~ Re- turn of workers.



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
MARCH 1964**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accu- mulated		
<b>CONSTRUCTION</b> Janin Construction, St. Hyacinthe, Que.	Building Workers' Federation (CNTU)	155	2,250	8,760	Dec. 4 .....	Wages, seniority, grievance committee~
English & Mould, Sudbury, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	181	770	950	Feb. 28 Mar. 10	Wages~15¢ an hr. increase.
Metropolitan Toronto Sewer and Watermain Contractors Assoc., Toronto, Ont.	Various unions	600	9,600	9,600	Mar. 9 .....	Wages~
Acton Excavating & Contract- ing, Toronto, Ont.	Teamsters Loc. 675 (Ind.)	189	130	130	Mar. 11 Mar. 13	Wages for truckers~Return of workers when interim injunction issued.
Grand Rapids Constructors, Grand Rapids, Man.	Various unions	133	1,330	1,330	Mar. 17 .....	Wages~
Lake Ontario Steel, Whitby, Ont.	International Operating Engineers Loc. 793 (AFL-CIO)	194	290	290	Mar. 24 Mar. 26	Alleged violation of agreement~Return of workers following a meeting of both parties.
<b>TRADE</b> Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	135	680	6,460	Sep. 16 Mar. 9	Wages~7-15¢ an hr. increase depending on classification retroactive to April 1, 1963.
Irving Oil, Various centres, Que.	Oil Workers Loc. 9-703 (AFL-CIO/CLC)	118	120	5,150	Jan. 4 Mar. 3	Contracting out delivery function~Return of workers further negotiations.
<b>SERVICE</b> <i>Education</i> Assoc. des Commissions Scolaires Catholiques du Diocese de Sherbrooke, Various centres Eastern Townships, Que.	Assoc. des Professeurs des Ecoles Catholique de la Region d'Asbestos	514	1,800	9,510	Feb. 7 Mar. 5	Salaries~Return of teachers, further negotiations.

Figures in parentheses indicate the number of workers indirectly affected.

# H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY, 1928-1963

Year	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	353	34	64	.....	102	.....	1,677
1929.....	156	235	54	234	250	298	326	40	58	1	114	.....	1,766
1930.....	122	175	36	258	196	324	327	42	58	.....	117	.....	1,655
1931.....	163	76	40	158	142	217	205	44	43	3	97	.....	1,188
1932.....	154	73	30	123	116	124	196	21	51	2	83	1	974
1933.....	111	91	36	112	103	65	161	15	48	3	63	.....	808
1934.....	151	114	47	144	103	118	165	20	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	184	25	44	1	66	.....	1,009
1936.....	127	133	57	181	112	105	240	14	45	2	86	2	1,071
1937.....	156	149	52	201	157	170	227	23	46	1	65	.....	1,247
1938.....	156	143	30	253	136	154	166	19	44	.....	66	.....	1,167
1939.....	162	148	29	169	110	133	181	25	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	236	25	51	1	65	.....	1,208
1941.....	144	178	24	262	263	176	317	30	65	1	93	.....	1,553
1942.....	107	170	34	199	315	227	318	21	44	1	84	.....	1,510
1943.....	99	151	49	213	310	154	334	16	59	1	79	.....	1,465
1944.....	109	137	34	159	271	100	264	17	53	1	59	.....	1,204
1945.....	114	166	20	188	269	127	292	24	52	.....	88	5	1,345
1946.....	119	145	41	174	346	132	237	22	53	3	99	7	1,378
1947.....	117	192	30	190	265	170	289	40	57	8	110	8	1,476
1948.....	94	171	30	194	268	182	248	45	45	3	106	1	1,387
1949 <sup>(1)</sup> .....	113	141	32	201	249	152	249	42	43	2	131	4	1,359
1950.....	58	160	42	173	243	156	193	61	54	.....	119	.....	1,259
1951.....	97	179	20	188	219	213	240	31	49	3	130	.....	1,369
1952.....	102	176	21	212	228	248	242	42	44	1	102	.....	1,418
1953.....	114	167	33	187	242	223	178	35	58	4	80	.....	1,321
1954.....	100	168	31	204	207	238	193	26	53	3	73	.....	1,296
1955.....	88	183	32	179	219	243	211	42	50	5	74	.....	1,326
1956.....	106	197	18	250	200	312	228	30	56	1	64	.....	1,462
1957.....	92	141	23	185	209	340	207	42	66	2	80	.....	1,387
1958.....	97	129	38	231	166	281	163	31	40	4	89	.....	1,269
1959.....	101	143	72	175	195	297	182	33	50	2	76	.....	1,326
1960.....	69	131	27	180	186	199	154	36	51	2	99	.....	1,134
1961.....	68	99	40	135	178	238	152	36	52	1	87	.....	1,086
1962.....	62	127	12	151	216	204	163	46	58	2	94	.....	1,135
1963 <sup>(2)</sup> .....	49	118	34	151	200	221	168	27	55	1	123	.....	1,147

<sup>(1)</sup>The data for years up to and including 1948 cover also deaths that occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned.

<sup>(2)</sup>These figures are preliminary. They include 887 fatalities reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 260 on which information was obtained from other sources. The 260 fatalities reported from other sources were distributed as follows: Agriculture 48; Logging 14; Fishing and Trapping 32; Mining and Quarrying 5; Manufacturing 21; Construction 24; Transportation, Storage and Communication 64; Public Utilities 5; Trade 13; Service 34.



TABLE H-4—INDUSTRIAL FATALITIES IN CANADA IN 1963, BY MONTH AND INDUSTRY

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1963 <sup>(1)</sup>	Per Cent of Total	Total 1962 <sup>(2)</sup>	Per Cent of Total	Number Employed <sup>(3)</sup> (thousands)
Agriculture.....	1	2	1	3	3	9	7	8	11	3	1	.....	49	4.3	62	4.3	643
Logging.....	13	10	11	4	12	7	9	9	13	12	10	8	118	10.3	127	10.3	80
Fishing and Trapping.....	1	4	7	7	1	2	2	5	1	2	.....	2	34	3.0	12	3.0	26
Mining and Quarrying.....	17	12	13	10	9	17	14	14	13	8	13	11	151	13.2	151	13.3	72
Manufacturing.....	17	7	24	16	18	17	16	15	21	20	12	17	200	17.4	216	17.4	1,612
Construction.....	9	9	21	19	25	16	23	22	19	28	19	11	221	19.3	204	18.0	450
Transportation, Storage and Communication.....	12	12	11	10	10	12	19	11	16	16	15	24	168	14.6	163	14.4	454
Public Utilities.....	.....	2	1	.....	4	4	5	3	4	1	2	1	27	2.3	46	4.0	84
Trade.....	9	4	4	3	6	7	3	6	3	3	4	3	55	4.8	58	5.1	1,020
Finance.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	0.1	2	0.2	254
Service.....	9	7	10	9	12	9	13	19	15	7	3	10	123	10.7	94	8.3	1,669
<b>Total.....</b>	<b>88</b>	<b>69</b>	<b>103</b>	<b>81</b>	<b>100</b>	<b>101</b>	<b>111</b>	<b>112</b>	<b>116</b>	<b>109</b>	<b>79</b>	<b>87</b>	<b>1,147*</b>	<b>100.0</b>	<b>1,135</b>	<b>100.0</b>	<b>6,364</b>

(1) Preliminary.

(2) Revised.

(3) Annual averages for 1963. Source: Labour Force Bulletin, Dominion Bureau of Statistics.

\*See footnote (2), Table H-1.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1962 AND 1963

Type of Accident	1963 (1)													1962 (2)													
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	TOTAL	
Striking Against and Stepping on Objects:	Tools.....																										
	Machinery.....																										
	Belts, pulleys, chains, lines, etc.....																										
	Working materials.....																										
	Nails and spikes.....																										
	Buildings and structures (including parts of these such as doors, windows, etc.).....																										
	Working surfaces.....																										
	Miscellaneous.....																										
	Total.....																										
	Struck by:	Tools.....	1												1												
		Machinery.....		2											10												
		Belts, pulleys, chains, lines, etc.....													5												
		Cranes, derricks, other hoisting or conveying apparatus.....													12												
Automobiles or trucks.....														7													
Tractors, loadmobiles, etc.....			1											18													
Mine or quarry cars.....														5													
Trains or other railway vehicles.....														7													
Streetcars.....																											
Other motor-driven transportation vehicles, N.E.C.....																											
Man-powered vehicles and craft.....																											
Objects thrown or kicked back by tools.....																											
Objects thrown or kicked back by machines.....																											
Objects being hoisted or conveyed.....																											
Objects falling or flying in mines and quarries.....																											
Materials being handled by fellow worker.....																											
Materials being handled by victim.....																											
Materials falling from stockpiles and loads.....																											
Another person (other than acts of violence).....																											
Animals.....																											
Falling trees or limbs.....																											
Landslides or cave-ins.....																											
Flying particles.....																											
Animal-drawn vehicles.....																											
Miscellaneous.....																											
Total.....	5	78	1	36	29	53	21	2	6		27		263	8	94	1	47	35	59	22	8	7		17		298	



# **Caught In, On or Between**

Machinery.....	3	1	2	10	5	1	1	1	1	21	2	1	3	9	1	1	1	2	20
Belts, pulleys, chains, lines, etc.....			2	1	1	1	1	1	1	5	1	1	3	3	1	1	1	6	6
Elevators, hoisting and conveying apparatus.....			1	2	4	1	1	1	1	11	1	1	5	7	1	1	3	18	18
Buildings and structures (including parts of these such as doors, windows, etc.).....	1																		
Automobiles and trucks.....		1	2	4	7	9	1	3	30	1	3	30	1	2	2	5	1	2	2
Tractors, loadmobiles, etc.....	19	4	4	2	11	4	1	1	2	47	18	3	1	1	3	6	1	1	16
Mine and quarry cars.....			10							10			1	1	1			33	33
Trains or other railway vehicles.....				1	1	5				7			1	1	1	3		1	5
Streetcars.....																			
Miscellaneous transportation vehicles and craft.....				1	1	2	1	1	1	5				1	1			2	2
Materials in use or stored in plant.....	1			4						5									
Objects in, water (e-g., logs, caught between boat and wharf).....	3									3									
Miscellaneous.....	1	1	1	1	1	1	1	1		7		1	1	1	2	1	1	7	7
<b>Total.....</b>	<b>24</b>	<b>11</b>	<b>1</b>	<b>22</b>	<b>25</b>	<b>31</b>	<b>23</b>	<b>1</b>	<b>8</b>	<b>6</b>		<b>7</b>	<b>13</b>	<b>27</b>	<b>14</b>	<b>13</b>	<b>1</b>	<b>5</b>	<b>110</b>

## **Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between)**

Involving street railways.....	1	1		5	5	1	12		4	3				1	2	1	5	1	11
Involving automobiles and trucks.....	2	5	4	22	17	41	1	18	18					9	25	29	47	3	161
Involving tractors, loadmobiles, etc.....	5	1		1	7	5	3	2	3			2	1	3	8	6	1	3	37
Involving mine and quarry cars.....			3							2			4	1				1	1
Involving water craft.....	1	1	2	1	3	24	2	3	13			2		1	2	12	1	4	14
Involving aircraft.....									1							2	2	2	22
Involving other transport agencies.....	1	1												1	1				3
Involving elevators and other hoisting and conveying apparatus.....																			
Involving animal-drawn vehicles and implements.....				1	1		1		1					1					1
Involving miscellaneous agencies.....										1									
<b>Total.....</b>	<b>9</b>	<b>9</b>	<b>5</b>	<b>9</b>	<b>31</b>	<b>28</b>	<b>87</b>	<b>6</b>	<b>27</b>	<b>41</b>		<b>18</b>	<b>4</b>	<b>12</b>	<b>32</b>	<b>40</b>	<b>71</b>	<b>6</b>	<b>250</b>

## **Falls and Slips**

(a) falls on same level.....				1	1	1				1									
Due to rough ground or floor surface.....																			
Due to collapse of resistance.....																			
Due to tripping over or stepping on object.....	1			1	1					1									
Due to slippery surface.....				2				2		2		1		2		1		1	4
Due to slipping while handling materials.....				1															1
Due to slipping while operating machines.....				1															
Due to physical condition of workman.....	1	1	3	2	2	2	2	1	1	6				3	1	1	4	4	13
Due to vehicles in motion (other than struck by, collision, etc.).....						2										1			1
Miscellaneous.....				1															
<b>Sub Total.....</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>10</b>			<b>35</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>19</b>

TABLE II-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1962 AND 1963 (concluded)

Type of Accident	1963 (1)														1962 (2)													
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	TOTAL		
(b) falls to different levels	From ladders or stairs.....			1	4	6	1			1	1		14		2		1	3	4	1	2	1		2		16		
	From scaffolds and stagings.....			3	2	17					1		23				1	9	9	2	1	2				23		
	From platforms, ramps and stationary vehicles.....						1						9					2	3	2	1	1				9		
	From buildings, roofs and towers.....	1			11	17			1		3		33				4	11	1				1			17		
	From bridges, trestles and catwalks.....				2	4	1				2		9				1	3		1						5		
	From poles, trees, logs and stumps.....		1					2					4				1	2								3		
	From stockpiles and loads.....		1			1							4		4	1	2									5		
	From moving railway vehicles.....						3						5					2								7		
	From other moving transportation vehicles.....	1	1		1						2		5				1	2	6	2		1		2		15		
	Into holds of vessels.....						2						4					2	1	5						8		
	Into shafts, pits, excavations, etc.....				9	2	5				1		17		1		8	3	5					2		19		
	Into rivers, lakes, sea or harbours.....	1	11	23	2	4	2	12			4		59		1	6	4	6	7	17		1		9		57		
	Into storage bunkers.....							2	1				3													2		
	Into tanks, vats or kilns.....					2							3					1								6		
	Miscellaneous falls to different levels.....	1			2	2	7	2				2		16		3		1	8	3		1			2		18	
	Sub Total.....	4	14	23	17	32	66	26	3	2	1	17		205	6	11	6	17	49	53	37	6	7	1	17		210	
	Total.....	4	16	24	21	39	72	28	3	5	1	27		240	6	12	6	18	54	54	39	6	12	1	21		229	
Conflagrations, Temperature Extremes and Explosions																												
Conflagrations.....																												
Exposure to welding flashes.....					3	2			3		2		10		2		1	3	4	1	1	2		2		16		
Exposure to cold or cold substances.....													5													3		
Exposure to steam or other hot vapours.....	1	3			1								4							3						8		
Exposure to hot liquids or molten metal.....				1									1				1									2		
Exposure to heat or hot substances, N.E.C.....													1													1		
Explosions—blasting accidents.....	1	1		5	6	3	1	1		2			20		2	6		2								7		
Explosions of coal and/or dust.....													1													4		
Air blasts (bumps) in mines.....				1									1															
Explosions of steam pressure apparatus.....																												
Explosions of liquid air, gas pressure apparatus and containers.....																												
Explosions of gasoline and/or oil.....				3	1			1	3				9		1			1	1		3			1		5		
Explosion of chemicals.....				1	1	1							2					2	8		4					16		
Ammunition and firearms (accidental).....													1													2		
Other explosions.....				2	4								6		1		2	1								4		
Total.....	2	1	3	12	20	6	2	1	6		6		59	3	3		9	14	14	4	8	2		5		62		



# **Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.) and Industrial Diseases:**

Exposure to acids, alkalis and similar chemicals.....	3	1	2	2	2	2	3	3	1	1	5	3	2	3	1	16
Exposure to poisonous gasses.....		43	16	1				19	60	41	23					64
Exposure to dust (silicosis, etc.) <sup>(9)</sup> .....		3						3	3	2	1				2	2
Exposure to poisonous vegetation.....		3						10	1	1	2				4	4
Exposure to radioactive substances.....		8	1	1				1	1						1	4
Industrial diseases, N.E.C.....		1														
Exposure to miscellaneous poisonous agencies.....																
<b>Total</b> .....	3	48	33	4	3	2	3	96	1	1	45	31	4	2	3	90

## **Contact with Electric Current**

Lightning accidents.....	4							4	1	1						2
Exposure to or contact with electricity.....	1		3	16	3	14	4	59	1	1	6	10	12	2	12	47

## **Total**

	5		3	16	18	3	14	63	2	1	6	10	13	2	12	49
--	---	--	---	----	----	---	----	----	---	---	---	----	----	---	----	----

## **Over-exertion**

Over-exertion resulting in strains, hernia, etc.....				3	2	1		10				1	5	4	2	23
--	--	--	--	---	---	---	--	----	--	--	--	---	---	---	---	----

## **Total**

				3	2	1		10				1	5	4	2	23
--	--	--	--	---	---	---	--	----	--	--	--	---	---	---	---	----

## **Miscellaneous Accident Types**

Violence.....																
Bites, stings, etc., by animals, reptiles and insects.....				1				3				3	1		1	13
Infection, N.E.C.....																
Miscellaneous.....				3	1		2	7		1		3		3		7

## **Total**

				4	1		4	10		1		6	1	3		21
--	--	--	--	---	---	--	---	----	--	---	--	---	---	---	--	----

## **Grand Total**

	49	118	34	151	200	221	168	27	55	1	123		1,147*	62	127	12	151	216	204	163	46	58	2	94		1,135
--	----	-----	----	-----	-----	-----	-----	----	----	---	-----	--	--------	----	-----	----	-----	-----	-----	-----	----	----	---	----	--	-------

<sup>(1)</sup>Preliminary.

<sup>(2)</sup>Revised.

<sup>(3)</sup>Most of these workers may have been incapacitated for some years; this number does not represent the workers who have contracted this disease in 1962 or 1963.

\*See footnote (2) Table H-1.

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRY 1962-1963

Industry	1963(a)											1962(c)													
	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	
Agriculture.....	1	1	2	5	2	29	2	4	3	3	.....	49	1	2	3	3	6	28	3	8	8	.....	.....	62	
Logging.....	1	1	2	6	28	22	1	1	6	50	.....	118	2	.....	1	7	30	19	1	1	6	60	.....	.....	127
Fishing and Trapping.....	3	15	4	.....	4	.....	.....	.....	8	.....	.....	34	4	.....	3	1	.....	1	.....	.....	3	.....	.....	1	
Mining and Quarrying.....	4	8	4	13	47	6	8	26	34	1	.....	151	6	.....	9	1	20	60	2	8	20	23	2	.....	151
Metalliferous mining.....	1	.....	2	11	39	5	4	24	24	1	.....	87	4	.....	8	1	15	54	2	5	11	16	2	.....	99
Coal mining.....	1	7	1	.....	2	.....	1	4	2	.....	15	.....	2	.....	.....	.....	5	6	.....	3	9	6	.....	20	
Non-metallic mineral mining and quarrying, n.e.s.....	3	1	1	2	8	1	3	22	8	.....	49	2	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	32	
Manufacturing.....	4	2	6	7	35	87	6	1	15	37	.....	200	3	3	7	6	53	91	7	5	11	30	.....	216	
Food and beverages.....	.....	2	.....	2	4	4	.....	1	3	.....	17	.....	2	3	.....	.....	2	6	3	.....	2	4	.....	20	
Tobacco and tobacco products.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	
Rubber products.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Leather products.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Textile products (except clothing).....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Clothing (textile and fur).....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Wood products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Paper products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Printing, publishing and allied trades.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Iron and steel products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Transportation equipment.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Non-ferrous metal products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Electrical apparatus and supplies.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Non-metallic mineral products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Chemical products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Miscellaneous manufacturing industries.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Construction.....	5	5	10	51	70	13	10	23	34	.....	.....	221	11	1	8	3	57	46	9	15	31	23	.....	204	
Buildings and structures.....	2	3	27	16	5	2	6	8	.....	.....	.....	72	7	.....	.....	1	26	28	.....	8	9	4	.....	83	
Highway and bridge.....	3	5	4	18	3	4	7	7	7	.....	.....	51	3	1	4	1	14	10	5	1	7	12	.....	58	
Miscellaneous.....	.....	2	2	20	36	5	4	10	19	.....	.....	98	1	.....	4	1	17	8	4	6	15	7	.....	63	
Transportation, Storage and Communication.....	12	10	2	44	51	7	6	12	24	.....	.....	168	7	2	6	7	38	45	7	6	20	25	.....	163	
Steam railways.....	1	6	12	10	1	1	2	5	.....	.....	.....	38	1	.....	2	1	4	7	5	3	6	9	.....	38	
Street and electric railways.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Water transportation <sup>(a)</sup> .....	9	.....	8	1	.....	.....	.....	.....	.....	.....	.....	25	6	.....	2	2	10	3	.....	.....	.....	.....	.....	27	
Air transportation <sup>(a)</sup> .....	1	.....	8	6	.....	.....	.....	.....	.....	.....	.....	20	.....	.....	.....	.....	2	2	2	2	3	14	.....	12	
Local and highway transportation.....	1	4	1	13	27	5	4	6	7	.....	.....	68	.....	2	2	4	21	28	2	3	14	3	.....	79	
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	
Telegraphs and telephones.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	
Express.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Unclassified.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Public Utilities.....	.....	4	1	5	9	1	1	3	3	.....	.....	27	.....	.....	3	.....	19	14	.....	2	5	1	.....	46	



Trade	Wholesale	3	1	4	27	3	4	7	6	55	1	1	2	8	25	1	2	9	9	58					
	Retail	2	1	2	10	1	1	2	3	33	1	1	2	5	17	1	2	3	6	38					
										22				3	8			6	3	20					
Finance					1					1					1			1		2					
Service	Public administration		1	1	21	49	6	7	12	30		3			14	42	5	2	7	18	94				
	Recreational			1	19	29	5	6	11	24		3			13	35	4	2	6	13	78				
	Laundry, dyeing and cleaning					1				3						1				1	1				
	Personal, domestic and business				2	10	1	1	1	3		1			1	5	1	1	5		14				
											18	1													
Total		29	4	54	41	203	387	45	42	107	229	6	1,147*	36	8	44	30	245	372	36	49	117	193	5	1,135

(1) Preliminary.

(2) Revised.

(3) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated.

\*See footnote (2), Table H-1.

**TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, REPORTED BY  
PROVINCIAL WORKMEN'S COMPENSATION BOARDS, 1959-1963**

Province	Non-fatal			Fatal	Total
	Medical Aid Only <sup>(1)</sup>	Temporary Disability	Permanent Disability		
1959					
Newfoundland.....	5,142	4,134	92	17	9,385
Prince Edward Island.....	1,038	800	20	3	1,861
Nova Scotia.....	10,373	6,451	591	47	17,462
New Brunswick.....	7,076	6,336	148	27	13,587
Quebec.....				186	99,258
Ontario.....	179,358	70,225	2,612	309	252,504
Manitoba.....	12,983	5,314	259	32	18,588
Saskatchewan.....	11,932	9,670	151	47	21,800
Alberta.....	27,602	19,743	815	117	48,277
British Columbia.....	41,324	21,717	1,134	161	64,336
Total.....				946	547,053
1960					
Newfoundland.....	5,537	4,823	112	26	10,498
Prince Edward Island.....	1,043	731	13	4	1,791
Nova Scotia.....	10,336	6,977	529	37	17,879
New Brunswick.....	11,482	7,585	212	32	19,311
Quebec.....				220	100,704
Ontario.....	172,498	64,992	2,710	269	240,469
Manitoba.....	12,787	8,931	331	22	22,071
Saskatchewan.....	12,140	9,725	142	25	22,032
Alberta.....	26,457	19,101	797	116	46,471
British Columbia.....	38,715	21,518	1,037	161	61,431
Total.....				912	542,657
1961					
Newfoundland.....	5,317	3,495	41	11	8,864
Prince Edward Island.....	1,053	732	21	3	1,809
Nova Scotia.....	9,667	6,166	362	33	16,248
New Brunswick.....	9,097	7,421	223	23	16,764
Quebec.....				204	99,502
Ontario.....	175,876	61,148	2,593	273	239,890
Manitoba.....	12,375	9,019	415	28	21,837
Saskatchewan.....	12,210	9,976	81	35	22,302
Alberta.....	29,062	18,976	738	107	48,883
British Columbia.....	41,556	20,201	1,097	139	62,993
Total.....				856	539,092
1962					
Newfoundland.....	5,997	3,590	42	13	9,642
Prince Edward Island.....	948	841	33	4	1,826
Nova Scotia.....	11,732	7,123	285	37	19,177
New Brunswick.....	10,578	8,419	144	26	19,167
Quebec.....				160	115,243
Ontario.....	184,903	62,319	2,728	242	250,192
Manitoba.....	12,713	9,467	378	31	22,489
Saskatchewan.....	11,878	9,263	43	26	21,210
Alberta.....	27,844	20,795	796	131	49,566
British Columbia.....	41,684	21,636	1,210	164	64,694
Total.....				834	573,206
1963 <sup>(2)</sup>					
Newfoundland.....	5,384	3,527	53	15	8,979
Prince Edward Island.....	953	1,026	14	3	1,996
Nova Scotia.....	11,465	7,325	35	31	18,856
New Brunswick.....	10,611	7,854	256	26	18,747
Quebec.....				224	122,248
Ontario <sup>(3)</sup> .....	142,614	52,535	1,741	200	197,090
Manitoba.....	13,601	10,083	387	28	24,099
Saskatchewan.....	11,154	9,531	422	56	21,163
Alberta.....	29,915	21,230	809	90	52,044
British Columbia.....	45,469	23,181	1,124	156	69,930
Total.....				829	535,565

<sup>(1)</sup>Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation. This period varies from 1 to 5 days.

<sup>(2)</sup>Preliminary.

<sup>(3)</sup>From Jan. 1 to Sept. 30, 1963.





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# ABOIR AZETTE



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(Continued on page three of cover)



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# Municipal Winter Works Incentive Program

*Program for 1963-64 winter was most successful since scheme's introduction: more jobs created in six-month program than in previous years, when incentive program was of longer duration*

The past winter's Municipal Winter Works Incentive Program was the most successful since the program was introduced six years ago. More jobs were provided under the program than in previous years when it was of longer duration.

The program was shortened to cover a six-month period, from November 1, 1963 to April 30, 1964, to ensure that its maximum effectiveness in providing employment would be concentrated during the winter months.

The 1963-64 program provided on-site jobs for 163,583 men, 12.7 per cent more than the previous year, when the number was 145,025. These jobs created a total of 6,790,603 man-days of work. The 1962-63 program created 6,164,298 man-days of work.

In addition to the jobs provided on-site, it is estimated that at least an equal number of jobs were created off site in the industries that manufacture, sell and transport the materials used on these projects.

Under this year's program, 7,306 projects were approved by provincial Governments and accepted by the federal Government.

The estimated expenditure on these projects during the period of the program was \$277,579,000, of which \$97,608,000 was direct payroll costs. The estimated federal contribution to the direct payroll costs was \$51,741,000.

In addition, many of the provinces contributed toward payroll costs of the projects in their municipalities.

Under the 1962-63 Municipal Winter Works Incentive Program, 8,075 projects were accepted by the federal Government after being approved by the provincial governments. The estimated cost of these projects was \$291,817,000, of which the direct payroll cost was \$91,392,000. The percentage of payroll cost to total cost during the period of the program was thus 31.3.

The federal Government's share of direct payroll costs in 1962-63 was approximately \$45,294,000.

Several innovations were introduced in this year's program to encourage municipalities to carry out more work under the program:

—The maximum federal incentive payment on new municipal buildings was increased from \$50,000 to \$100,000.

—In the case of municipalities located in Designated Development Areas (L.G., Oct. 1963, p. 864) and areas of high winter unemployment (L.G., Nov. 1963, p. 958), the federal share of direct payroll costs was increased to 60 per cent.

A breakdown of the figures for the Municipal Winter Works Incentive Program by provinces is:

	Accepted Projects No.	Men Employed No.	Man-days of Work Provided No.	Federal Share of Direct Payroll Costs \$
British Columbia ....	644	7,822	499,486	4,842,000
Alberta .....	753	11,124	453,843	3,435,000
Saskatchewan .....	1,074	14,788	410,547	2,626,000
Manitoba .....	302	5,019	330,170	2,627,000
Ontario .....	1,335	20,080	1,060,017	9,808,000
Quebec .....	2,690	97,438	3,824,773	26,983,000
New Brunswick .....	171	1,886	72,220	488,000
Nova Scotia .....	51	564	27,001	201,000
Prince Edward Island	81	1,440	36,178	280,000
Newfoundland .....	106	1,817	48,135	293,000
Yukon .....	1	10	126	2,000
Northwest Territories	25	298	5,302	40,000
Indian Bands .....	73	1,297	22,805	116,000
<b>CANADA .....</b>	<b>7,306</b>	<b>163,583</b>	<b>6,790,603</b>	<b>51,741,000</b>



## 50 Years Ago This Month

*Unemployment, especially of unskilled labourers and building tradesmen, remains heavy in most parts of Canada, although coming of warm weather brings some improvement, in May 1914*

Unemployment in Montreal, which had been serious during the winter of 1913-14, had diminished considerably by May 1914, the LABOUR GAZETTE's correspondent in that city reported in the June 1914 issue.

"Reports from the Charity Organization Society, the Meurling Night Refuge, the Salvation Army Hotel Metropole, and other free or cheap refuges in Montreal, indicate that the destitution and unemployment so pronounced during the winter has been relieved to a great extent since the warm weather," he said. The Meurling refuge, which had been filled to capacity every night and had been obliged, up to the middle of May, to turn people away, at the end of the month had between 100 and 150 vacant beds.

In a number of the larger centres across Canada, however, unemployment was still heavy. In Ottawa, it was reported that at the end of May at least 1,000 unskilled labourers were idle.

"Slackness in railroad construction work throughout the district, and an impression that lumbering positions could be secured in the city, have, it is said, resulted in a large number of unskilled labourers invading Ottawa," the Ottawa correspondent said.

The Toronto correspondent referred to delay in starting important civic works that were expected to furnish employment for several thousand men during the summer. "Some 5,000 men are now employed by the city works department and contractors on the construction of sidewalks, street pavements and sewers, and routine work of similar character," he said.

The report from Brantford was: "Labour was only partially employed during the month. In every line the supply exceeded the demand, and in all trades some men were out of work, while others were working short time."

The Berlin, Ont., correspondent said: "Outside labourers on sewer work and water works, as well as gas and corporation labourers, were well employed though there were still a lot of foreign labourers out of work, with very little demand for them."

In Hamilton, "labourers had a better month than in April, but there were still many out of employment."

Reports from some of the other eastern centres were more favourable, but in the

Prairie Provinces unemployment was still heavy. The Winnipeg correspondent reported, "Distress amongst unskilled labour was particularly acute. An unemployment parade, composed mainly of foreigners, to the number of about 2,000, ended in a disturbance, which had to be quelled by the police."

The Regina correspondent said that "a large amount of unemployment continued to exist. The civic authorities were endeavouring to minimize the amount of unemployment prevailing in unskilled labour in civic works. It is probable that hand labour will take the place of machines on some work. Work for the most part will likely be done by day labour, thus making provision for the employment of more men. This however, . . . will not help out the large number of skilled mechanics in the building trades."

From Moose Jaw the report was: "There was very little improvement in the labour situation over April. A good number were able to secure odd days' work throughout the month, but not more than 50 per cent were steadily employed. There does not appear much chance for steady work or much demand for labour until the harvest season."

The Saskatoon correspondent said that there was "a large surplus of labour still on the market." From Prince Albert the report was: "The labour barometer during May was stationary, with supply in excess of demand, and no immediate prospect of any great improvement." The report from Calgary said: "No improvement was shown in the building trades over the previous month, the majority of the men in the different trades being unable to find employment."

The Edmonton correspondent said: "While the demand for labour was greater than in the previous month, there were probably more men idle during May, owing to the fact that large numbers of men came into the city from construction and tie camps, and from homesteads, looking for employment."

From Vancouver, the report was that the opening up of logging and other industries in the interior had "in a slight measure absorbed a part of the unskilled unemployed".

## NOTES OF CURRENT INTEREST

### Appoint Four Officials of Manpower Consultative Service

The appointment of the Director and three key members of the staff of the Department's new Manpower Consultative Service was announced last month.

The Director is G. G. Brooks, and the three staff members are Deryck Adamson, John Drew and A. M. Sargent.

The Manpower Consultative Service was conceived as a response to human problems of dislocation and unemployment caused by technological and other economic changes.

Hon. Allan J. MacEachen, Minister of Labour, said that the Government recognized that the primary responsibility for dealing with technological change rested with management and labour. But it recognized also that the Government had a vital part to play in helping management and labour to develop effective ways of dealing with the effects of these changes, by providing technical assistance and appropriate financial incentives.

The Minister said that he was authorized to enter into agreements with employers, or jointly with employers and unions, to provide incentives amounting to one-half the cost of research into the manpower effects of industrial changes in a plant or business, and one-half the cost of development of a program of adjustment. The incentive payment, however, will not cover the cost of putting the program into effect.

The Minister, through the Manpower Consultative Service, must receive reasonably early notice of industrial changes that will have an adverse effect on employment. Also, where there is a recognized union, there must be agreement that management and the union will participate jointly in the research and development phases of their manpower adjustment program.

Where it is not possible to avoid the displacement of workers, the Minister can enter into agreements to provide re-employment incentives to a province or employers, or both, of one-half the cost of moving workers and their dependents to other communities where employment is available.

Mr. MacEachen pointed out that, by an agreement under the Technical and Vocational Training Assistance Act, the federal Government may reimburse a province for 75 per cent of the cost an employer undertakes in retraining workers under a manpower adjustment program.

#### George Gordon Brooks

G. G. Brooks was born in Toronto and educated in Toronto public and secondary schools. He received a B.A. (Honours)

degree from the University of Toronto in 1932 and an M.A. in history in 1936.

He obtained a Specialist Certificate from the Ontario College of Education in 1934 and from 1933 to 1942 taught in secondary schools in the Toronto area. During the last six years of that period he was head of the English Department at Weston Collegiate and Vocational School.

In 1942 he took a special course in personnel administration from McMaster University, and that same year he took the first of a series of positions in personnel administration in industry. Mr. Brooks has worked in this broad area with companies in the steel, household appliance, meat packing and agricultural implement industries.

Most recently, he was vice-president and director of personnel of United Aircraft of Canada (formerly Canadian Pratt and Whitney Aircraft), Montreal.

During his years in industry, he was a sessional lecturer in personnel administration and administrative practices at the University of Western Ontario, from 1946 to 1948, and from 1954 to 1956, he lectured on personnel administration in the extension department of McGill University.

Mr. Brooks served on the National and the Quebec Regional Industrial Relations Committees of the Canadian Manufacturers' Association and has held many other public and semi-public appointments.

#### Deryck Adamson

Deryck Adamson was born and educated in Toronto. He has a diploma in electrical engineering, and studied liberal arts at Sir George Williams University, Montreal.

He joined the Canadian Merchant Service as an apprentice seaman at the age of 15, and during his years at sea obtained his Master's papers for foreign-going steamships.

While still in his twenties, he retired from the Service as a Chief Mate to join the personnel department of Shawinigan Water and Power Ltd., where he became Supervisor of Personnel Research in Montreal and Shawinigan, Que.

During World War II he served as Lieutenant, R.C.N.R., on corvettes and destroyers.

Since then, Mr. Adamson has had extensive experience in manpower development in industry in the personnel and employee relations fields, and as an independent consultant.



## John David Drew

John Drew was born in Oshawa, Ont., and attended schools in Ontario and Quebec. He was graduated from the University of British Columbia in 1956 with a degree in economics, and obtained a master's degree in economics from Stanford University in 1957.

From 1957 to 1962, Mr. Drew was Research Director of the British Columbia Federation of Labour.

Since 1962, he has carried on research work in economics and industrial relations for management and labour in British Columbia.

## A. M. Sargent

A. M. Sargent was born in Westmount, Que., and received his early education there.

He interrupted a course at McGill University for three years of service with the Armed Forces in World War II. On his return he was graduated in Arts and Honours Economics. He has also done post-graduate work in economics at the University of Toronto.

Immediately after graduation he joined the federal Department of Reconstruction and Supply, where he was working in research relating to the changeover of industry from a wartime to a peacetime basis.

In 1950, Mr. Sargent joined the Economics and Research Branch of the Department of Labour, and since then has been engaged in a number of research projects that have provided him with a wide knowledge of Canadian industry and manpower problems. His last major project was with the Canadian aspects of an international study, conducted by the Organization for Economic Co-operation and Development, on the effects of technological change on manpower and on manpower adjustment policies.

## "Skilled Manpower More Important" Than Wealth of Natural Resources

"Highly skilled manpower today and in the future will be perhaps even more important than an abundance of natural resources to the economic growth of Canada," W. R. Dymond, Assistant Deputy Minister of Labour, predicted in an address to the first national convention of the Canadian Vocational Association.

National President Arnold Doyle, Director of Technical and Vocational Education for Saskatchewan, said he hoped the Association's aim, developing Canadian manpower by promoting vocational education, could be realized by bringing together representatives of government, education,

business, labour and management to unify their approach to the problem.

One of the suggestions put forth at the meeting was that teachers training students for work in industry should themselves return to industrial jobs once every two years to bring their knowledge up to date in the face of rapid technological change.

## Announce Change in Interest Rate On Certain Government Annuities

The interest rates on certain types of Canadian Government Annuities have been raised. This, the first change in interest rates since 1957, has been done in order to bring the price of immediate and group annuities more in line with present-day yields on good long-term investments.

The interest rate on new group contracts and on existing group contracts that become effective on and after April 1, 1953 has been raised to 5 per cent. The rate on new immediate annuities at age 55 and older has been raised to 5½ per cent. The interest rate on individual deferred annuities remains at 4 per cent, except for annuities maturing at age 55 and older that are deferred five years or less. In this case the premiums have been reduced to make them consistent with the price of immediate annuities.

These changes will mean that purchasers of these types of annuity will get a greater return for their money, the Minister of Labour said when announcing the increase. The cost of immediate annuities will be reduced by up to 12 per cent. The premiums under group contracts will also be reduced.

Immediate annuities are usually purchased by persons who have reached retirement age and who pay a lump sum in return for a regular monthly income starting immediately. Group annuities are used to provide retirement pensions for groups of employees. Deferred annuities are purchased by regular instalment payments over a period of years during a person's working life.

## Prof. H. D. Woods Chairs Group Reviewing Manitoba Labour Acts

Prof. H. D. Woods, Director of the Industrial Relations Centre of McGill University, has been appointed chairman of a committee, composed of members named by labour and management groups, that will review Manitoba's Labour Relations and Employment Standards Acts.

G. Campbell McLean, Q.C., Chairman of the Manitoba Minimum Wage Board and of the Fair Wage Board, will be vice-chairman.

## White House Negotiators Produce Settlement of U.S. Rail Dispute

A basic agreement on the terms of a new collective bargaining contract between five operating railway unions and 200 United States railroads was reached in Washington on April 22 after 13 days of intensive negotiations under White House auspices. The agreement came in time to prevent a country-wide railroad strike set for midnight on April 24.

The settlement concerned the working rules and wage adjustments involved in the work rules dispute that were not covered by the compulsory arbitration law, known as Public Law 88-108, which dealt with the question of the employment of firemen in freight and yard service (L.G., Dec. 1963, p. 1070).

The settlement was announced by President Johnson, who called it "a victory for collective bargaining."

In general terms, the agreement provides:

—Seven paid holidays a year for practically all hourly paid employees belonging to the five unions.

—Wage increases providing a new flat rate of \$3.10 an hour for yard foremen (conductors) and \$2.90 for yard helpers (switchmen), with commensurate increases that the unions say will mean a 4-per-cent increase for engineers and firemen-helpers on the basis of a five-day week.

—"Suitable lodging" or an "equitable allowance" for all road employees, except those in commuter service, who must lay over away from their home terminals for more than four hours between runs. One \$1.50 meal allowance per layover will be given.

—That, with certain exceptions, no operating employees are to be used on self-propelled equipment. Any employee displaced by this change will be given severance pay and job retraining.

—Withdrawal by the railways of their proposal to change the present basic wage structure, which provided a daily rate of pay for either eight hours of work, or up to 150 miles, for employees who are paid on a combined time and mileage basis. Any wage increases paid up to Jan. 1, 1968 will be limited to basic hourly rates and will not apply to existing mileage rates.

—Withdrawal by the unions of requests for overtime pay for road employees after eight hours, and for a night shift pay differential. (Yard service workers now receive overtime after eight hours.)

—Withdrawal by the carriers of the main portion of their request involving the combining of road and yard crews (but pro-

cedures were laid down for applying a new rule in taking off the last engine in a yard).

—Referral of the railways' proposal to combine some divisional train runs, thus lengthening the runs before crews are changed, to a study committee composed of representatives of the parties and the two private mediators who had been helping in the final negotiations. Findings of the study would not be binding on either side—the only issue so exempt.

On the diesel firemen issue, the attempt by four of the unions to avert the operation of the compulsory arbitration law by appealing its constitutionality in the United States Supreme Court was defeated when the Court on April 27 refused to review the constitutional questions raised by the unions.

After the Supreme Court's refusal, President H. E. Gilbert of the Brotherhood of Locomotive Firemen and Enginemen announced the union's determination to insist, on the expiration of the award in March 1966, that firemen should be reinstated in all jobs now requiring their services.

The Brotherhood of Locomotive Firemen and Enginemen and the carriers had agreed to allow a 10-day postponement of the application of the compulsory arbitration award, and in consequence, its provisions did not begin to take effect until May 7, and by the terms of the law they cease to apply after the end of March 1966.

### 3,000 Laid Off

The first effect of the award on May 7 was to be the laying off of about 3,000 low-seniority firemen, irregularly employed firemen, and firemen who had not worked during the preceding two years. Separation allowances were to be paid to firemen who had less than two years seniority or who had worked irregularly.

Firemen helpers with less than ten but more than two years seniority were to stand for employment as helpers as before, unless or until they were offered comparable employment. Those who accepted a comparable job were to have their wages guaranteed at previous levels, or higher for five years. Those who accepted separation allowances were to receive half their earnings of the previous two years.

Firemen helpers with 10 or more years seniority were to retain all their existing rights.

The award provided for the institution of a national study committee composed of representatives of the Brotherhood of Locomotive Firemen, the Brotherhood of Locomotive Engineers, and the carriers, which is to report to the parties on the effect of the award before it expires in 1977.



## Blind and Disabled Allowances, Old Age Assistance On Increase

In the first quarter of 1964, the numbers receiving old age assistance, blind persons allowances and disabled persons allowances all increased.

**Old Age Assistance**—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 104,556 at December 31, 1963, to 105,241 at March 31, 1964.

Federal contributions under the federal-provincial scheme totalled \$10,578,089.93 for the quarter, compared with \$9,728,413.00 in the preceding quarter.

Federal expenditure for the fiscal year 1963-64 amounted to \$39,208,181.11, an increase of \$1,029,124.52 over the expenditure of \$38,179,056.59 in 1962-63.

At March 31, 1964, the average monthly assistance in the provinces ranged from \$60.38 to \$72.01. At that date seven provinces had adjusted their payments to the maximum rate of \$75 a month. Payments in the other provinces were based on maximum assistance of \$65 a month.

**Blind Persons Allowances**—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,555 at December 31, 1963, to 8,581 at March 31, 1964.

Federal contributions under the federal-provincial scheme totalled \$1,335,526.18 for the quarter, compared with \$1,226,847.71 in the preceding quarter.

Federal expenditure for the fiscal year 1963-64 amounted to \$4,987,897.43, an increase of \$106,068.32 over the expenditure of \$4,881,829.11 in 1962-63.

At March 31, 1964, the average monthly allowance in the provinces ranged from \$63.65 to \$73.93. At that date seven provinces had adjusted their payments to the maximum rate of \$75 a month. Payments in the other provinces were based on maximum allowance of \$65 a month.

**Disabled Persons Allowances**—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 51,333 at December 31, 1963 to 51,671 at March 31, 1964.

Federal contributions under the federal-provincial scheme totalled \$5,408,186.26 for the quarter, compared with \$5,028,617.61 in the preceding quarter.

Federal expenditure for the fiscal year 1963-64 amounted to \$20,206,542.99, an increase of \$572,230.28 over the expenditure of \$19,634,312.71 in 1962-63.

At March 31, 1964, the average monthly allowance in the provinces ranged from \$64.29 to \$74.39. At that date seven prov-

inces had adjusted their payments to the maximum rate of \$75 a month. Payments in the other provinces were based on maximum allowance of \$65 a month.

## Immigrants in First Quarter Up from Total Year Earlier

The number of immigrants who arrived in Canada during the first quarter of 1964 was 17,546, up 4,136 from the same period last year, according to the Department of Citizenship and Immigration. There were 2,129 immigrants from the United States, compared with 1,942 in the same period of 1963.

Of the 17,546 immigrants, 8,850 were destined for the labour force, compared with 6,761 in 1963's first quarter. Of these, 2,593 were in the manufacturing, mechanical and construction category, and 1,891 were in the professional and technical class.

## In Parliament Last Month

(page numbers refer to *Hansard*)

In the month ended May 28 there were few items of labour interest in *Hansard*, the official report of House of Commons debates.

On April 30, the Minister of Labour explained to the House the reasons for the difference between the average of 503,000 persons estimated by the Unemployment Insurance Commission to have been drawing unemployment insurance benefit during February, and the 467,000 persons estimated by the Dominion Bureau of Statistics in its labour force survey to have been unemployed during the week ending February 22.

The difference, the Minister said, could be accounted for partly by the sampling variability of the labour force survey and by the procedures used in estimating the number of beneficiaries; partly because a number of unemployment insurance beneficiaries were working part time and drawing partial benefit but were not counted as unemployed in the DBS labour force survey; and partly because the UIC figure referred to the average number of people drawing benefit during the whole month, whereas the DBS estimate was based on the number of people unemployed during the third week in the month.

On May 11, the Minister of Labour stated that the Government was not making it compulsory for all civil servants, whether covered by the Unemployment Insurance Act or not, to apply for social insurance numbers (p. 3117). He said also that there would be no discrimination against civil servants who did not apply.

# Fifth Constitutional Convention of the Canadian Labour Congress

*Votes support in principle of executive's action in maritime union situation and opposition to readmission of SIU under its present leadership. Sets up jurisdictional disputes machinery*

At the fifth constitutional convention of the Canadian Labour Congress, held in Montreal from April 20 to 24, some 1,600 delegates faced a total of 354 resolutions. Not all of the 354, which had been submitted in advance, were dealt with by the convention.

In the resolutions and policy statements it did adopt, the Congress decided to:

—Support in principle the Board of Trustees of the Maritime Transportation Unions but to oppose the readmission of the Seafarers' International Union of Canada under its present leadership.

—Establish machinery within the CLC to settle jurisdictional disputes among affiliates.

—Re-affirm and continue its traditional ties with the AFL-CIO (resolutions calling for complete autonomy for Canadian unions were rejected).

—Raise the salaries of its President, Secretary-Treasurer, and two Executive Vice-Presidents.

—Request the federal Government to set up a \$5,000,000 fund for research on automation and its effects.

—Re-affirm its support of the New Democratic Party.

The Congress re-elected its former slate of officers, most of them by acclamation, but turned down a constitutional amendment that would have created a fifth general vice-president.

The convention was addressed by the President of the CLC, Claude Jodoin; the Prime Minister of Canada, Rt. Hon. Lester B. Pearson; the Minister of Labour, Hon. Allan J. MacEachen; Member of Parliament and leader of the New Democratic Party, T. C. Douglas; and by fraternal delegates from the AFL-CIO, the TUC and the ICFTU.

The convention is a biennial event, the previous one having been held in Vancouver in 1962 (L.G., 1962, p. 605).

## Maritime Trusteeship and SIU

Some of the most intense debates of the convention took place on the stand of the CLC Executive Council on the Board of Trustees of the Maritime Transportation Unions and its handling of the SIU leadership. The trustees had only recently removed

Hal C. Banks from his position as President of the SIU of Canada (L.G., April, p. 260) and had intimated that Leonard J. McLaughlin, Executive Vice-President of the SIU, would take his place.

The Executive Council made two moves to cope with this issue. It had already in effect condemned the SIU leadership in its report, which was prepared before the promotion of Mr. McLaughlin was implied, and which stated that the SIU would not be re-admitted to the Congress unless the entire top leadership was changed so as to conform with CLC concepts and its constitution. Regarding the trusteeship as the only solution at the time, the CLC had agreed to it, but had expressed its displeasure over the principle of imposing a government trusteeship.

On the first day of the convention, the Executive Council issued a supplementary statement:

Following the events outlined in the report of the Executive Council, the Maritime Trustees have removed Hal Banks from the presidency of the SIU. In accordance with the terms of an understanding subsequently reached between them and SIU International President Hall, they are arranging the filling of the office of President through the existing constitutional procedure. The intent of the understanding is to restore normal operations of shipping on the Great Lakes, i.e., a cessation of boycotting and picketing of Canadian vessels in U.S. ports and eventually to restore control of the Seafarers' International Union of Canada to its own members.

They also agreed that efforts be made to integrate seamen's trade unions and improve relations with the Canadian Labour Congress and other trade union bodies.

The Congress wishes it to be clearly understood that it was not a party to this agreement, nor is the Congress bound in any way by its provisions. It was an understanding between SIU President Hall and the trustees alone, and its shortcomings are also fully recognized. However, the Executive Council, having studied the terms of the understanding and having received assurances from the trustees that they fully intend to carry out their mandate under the trusteeship legislation, believes that they are sincerely endeavouring to work out a course of action designed to bring industrial peace and democratic unionism to the maritime industry in Canada.

In so far as the integration of the membership of affiliates of the Congress with other unions is concerned, the Congress position is that no integration will be acceptable which involves transfer of a single member to an



unaffiliated organization. If the SIU should at some time in the future meet the standards of ethical conduct, sound leadership, democratic administration and all other constitutional requirements of affiliation with the Congress, and on that basis become re-affiliated, the Congress would be prepared to give consideration to integration proposals solely on the basis of an agreement between equals as in the case of any other group of affiliates.

Under no circumstances will any policy of integration be entertained except with the free will and consent of the members of the unions concerned . . . .

The second move made by the Executive Council on the trusteeship question was a statement on the fourth day of the convention by William Dodge, Executive Vice-President of the CLC. It came while the convention was dealing with eight resolutions on the SIU and the trusteeship, and was made after much severe criticism of the trusteeship by the delegates.

Mr. Dodge said: "We have always made clear we abhor the trusteeship. No other reasonable alternative was ever offered. There was no other way for the CLC to obtain the power to intervene in the SIU."

Mr. Dodge declared that the Executive Council would never accept into the CLC "a union that has as officers the kind of people who now are officers of that organization."

Only a thorough job of cleaning up the SIU can satisfy the members of this Congress. The question is can that task be accomplished? We think it can if the trustees tackle it with the kind of vigor we think they should apply to the task.

### **Eight Resolutions**

Eight resolutions on the SIU and the maritime trusteeship, brought before the convention in a group, variously:

—urged unrestricted support of the Canadian Maritime Union;

—called for immediate deportation of "Banks and all other foreign criminals in the SIU";

—requested efforts to reinstate "the thousands of Canadian seamen illegally deprived of their livelihood" through the SIU's Do Not Ship list";

—condemned the actions and policies of the AFL-CIO Maritime Trades Department and urged the CLC Executive to register the strongest protest to the AFL-CIO;

—urged representations to both the Government of Canada and the United States that "the illegal and discriminatory harassment of Canadian ships in American ports be terminated forthwith";

—urged support of the CLC and its officers on their stand on this issue;

—requested re-affirmation that the control of trade unions by government was not a solution and that it established a "dangerous precedent";

—requested that the Canadian Government promptly conclude its trusteeship over the Canadian maritime unions with the object of democratization and amalgamation into a Canadian maritime federation;

—asked that the CLC establish a maritime trades department to co-ordinate Canadian maritime unions to fit Canadian needs and that these unions be free from interference from any bodies, government or otherwise, inside or outside of Canada.

The lengthy debate on this series of eight resolutions was interrupted for the speech by Mr. Dodge. Then a motion to refer the resolutions back to the Committee was defeated and the debate continued. Again, when the chairman ordered a standing vote on a motion to end the debate, it was so close that he decided it was necessary to continue the debate. Finally, the motion to adopt the section of the officers' report dealing with the maritime union situation, together with the supplementary statement, was adopted and the eight resolutions, in effect, rejected.

### **Jurisdictional Disputes**

To settle jurisdictional disputes between affiliated unions and help prevent the loss of membership through expulsions from the Congress for raiding, the CLC amended its constitution at the convention to provide mediation and arbitration machinery. The procedure is modelled on that of the AFL-CIO (L.G. 1962, p. 38).

As a result, the President is now entrusted to establish procedural rules for handling complaints, and if voluntary settlement fails, to insure that all of the affected affiliates "will have a full and fair hearing before an impartial umpire." Penalties in the form of sanctions are provided for non-compliance.

In recent years, the CLC has lost close to 100,000 members when it found it necessary to expel, on grounds of raiding, the SIU of Canada, the International Brotherhood of Teamsters, the International Union of Operating Engineers, and the American Federation of Technical Engineers.

The amendment, submitted by the Executive Council, outlines the complete mediation provisions and procedure.

It comprises these steps:

1. Establishment by the President of a panel of mediators composed of persons from within the labour movement, the members to serve at the pleasure of the President.

## Reject Enlarged Executive

*Delegates rejected a constitutional amendment proposed by the Executive Council that would have increased the number of general vice-presidents to five from four.*

*The plan, it was generally conceded, was designed to give Stanley Little, President of the 85,000-member Canadian Union of Public Employees, a seat on the 22-man Executive Council. To do so, the administration sought to open a spot among the regional vice-presidents for Ontario by moving William Smith, President of the 40,000-member Canadian Brotherhood of Railway, Transport and General Workers, up to the new post.*

*Opposition to the move was led by Louis Laberge, Quebec Regional Vice-President.*

2. Mediation of a dispute following receipt by the President of a complaint charging jurisdictional violation, by a mediator or mediators selected by the President from the mediation panel.

3. Selection of a panel of impartial umpires by the President with the approval of the Executive Council.

4. A hearing before an impartial umpire selected from the umpire panel to be held if voluntary settlement is not reached within 14 days after the appointment of a mediator or mediators. (Impartial umpires are to be assigned on a rotating basis, subject to their availability to conduct hearings. Their terms are to be established by the President, with the approval of the Executive Council.)

5. A determination must be made by the umpire within a time specified by the President, unless an extension of time is agreed to by the parties. The President must then transmit copies of the determination to all affiliates involved.

6. A request by the President, simultaneously with the transmission of these copies, to any affiliate that the umpire has found to be in violation of the amended constitution, to inform him of the steps it intends to take to comply with the determination. Notice of any response, or of lack of a response within a time fixed by the President, must be communicated to the other parties to the dispute.

7. Extension of any time limit by the President, if so required in his judgment.

8. A shortening or elimination of the mediation process or referral of the dispute directly to an umpire, by the President, if in his judgment such action is necessary to accelerate a settlement or determination.

9. Automatic coming into force of an umpire's determination within five days if no appeal is filed. Any such appeal will be referred by the President to a subcommittee of the Executive Council.

10. Disallowance or referral of the appeal by the subcommittee: if the latter disallows the appeal, the determination of the umpire becomes final; alternatively, the subcommittee may refer the appeal to the Executive Council. A majority vote by all the members of the Executive

Council is required to set aside or alter the umpire's determination, otherwise it is sustained. The decision of the Executive Council in such appeal shall be final.

An affected affiliate may also file a complaint with the President that another affiliate has not complied with an effective determination of the impartial umpire or of the Executive Council on appeal. Additional provisions and safeguards are included.

Non-compliance with a finding and ruling under the new dispute settlement provisions can invoke penalties such as these:

—withdrawal of the right to complain or appear in a complaining capacity on the issue in question;

—withdrawal of assistance by the CLC;

—assistance by the Congress to the affiliate or body whose jurisdiction is being violated;

—loss of the right to vote on the dispute in question by a member of the Executive Council who is an officer of a non-complying union; and

—denial of any or all of the services, facilities or protection of the Congress.

In addition to the above, the Executive Council may apply any other authority vested in it.

## Debate

Leading off the debate on the proposed constitutional amendment that would institute a procedure for dealing with jurisdictional disputes, David Archer, President of the Ontario Federation of Labour, appealed to the delegates to give the proposed machinery a chance to work for the next two years.

Larry Sefton, Director of the United Steelworkers District 6, explained that "we are trying to get away from being forced to expel member unions. We looked at the AFL-CIO; their system was working. We will remove another source of irritation between CLC and AFL-CIO." He reminded the delegates that AFL-CIO President George Meany had said that if the CLC adopted a procedure similar to theirs, they would not interfere in Canadian disputes.

Some delegates expressed doubt as to the impartiality of the umpires to be appointed, but were reassured by CLC officers that all necessary precautions would be taken.

When one delegate said he wanted to see it spelled out that the umpire be appointed from within the trade union movement, William Mahoney, Canadian Director of the Steelworkers and Chairman of the committee on constitution, said "the Executive Council will certainly not select anti-labour people as umpires."



One delegate thought the amendment did not go far enough in dealing with the question of jurisdiction, and wanted the Executive Council to re-examine what he called overlapping jurisdictions. These, he thought, might be the very reason why this constitutional amendment was now required.

In the final vote, this amendment was carried almost unanimously, and by a vote greater than the two-thirds majority required for constitutional amendments.

In a succeeding resolution, the convention amended the constitution to change the rules for granting a charter or certificate of affiliation. Henceforth, a two-thirds vote by the Executive Council will be sufficient to grant affiliation. It was shown that the former provisions in effect gave a single union the power of veto over the admission of some other union. The resolution was passed by an overwhelming vote.

Another resolution requested an amendment that would permit expulsion of any affiliated organization "shown to have engaged in strikebreaking or scabbing or to have assisted an employer during a strike that was approved or sanctioned by the Executive Council." Although the committee recommended "non-concurrence," the resolution was referred to the incoming Executive Council.

### Autonomy

Considerable debate took place on the convention floor on the question of autonomy of the CLC in matters affecting Canadian members of international unions. Nine resolutions on this issue were submitted, although most of them added the recommendation that fraternal relationships be maintained or strengthened with the AFL-CIO.

The first resolution in this series, presented by the Oil, Chemical and Atomic Workers' International Union, Local 9-601, North Burnaby, B.C., stated: "Be it resolved that the Canadian Labour Congress press for complete Canadian autonomy for Canadian members within international unions."

The organization committee recommended non-concurrence in this resolution. The committee chairman, J. Harold Daoust, Director in Canada for the Textile Workers' Union of America, said it was up to the international unions concerned, and not to the Congress. The delegates agreed by voting for non-concurrence, rejecting the nine resolutions—all of which had the same general objective—by a vote of three to one.

The majority of delegates speaking from the floor argued for greater autonomy from the AFL-CIO, but also for retaining and strengthening the ties with that body.

### A Labour Weekly?

*Two resolutions favouring the establishment of a weekly labour journal "for public consumption" and "having an appeal to all sections of Canadian social structure" were submitted to the convention.*

*After a number of speakers from the floor had denounced the "distortion of news in the interests of management," the delegates overwhelmingly rejected the resolutions committee's recommendation of non-concurrence, and referred the resolutions back to the committee for further study.*

*One of the resolutions stated in its preamble that there was at present "no widely read Canadian publication with an editorial policy sympathetic to labour's aims and views."*

Charges of interference by international unions were levelled.

The executive believed the CLC could not force the international unions that are affiliated with it to give increased authority to their unions in Canada.

A proposed constitutional amendment that would have recognized the CLC "as a mature, responsible body, capable of adjudicating internal disputes" was covered by the amendment setting up the procedure for settling jurisdictional disputes.

Two further resolutions, submitted by two locals of the Canadian Union of Public Employees, proposed amendments to the constitution that would provide that, not later than January 1, 1965, all CLC affiliates "adopt and apply in practice, the principle of autonomous Canadian leadership, control and administration of all sections of their union membership in Canada," with a proviso that "this shall not prevent any Canadian union organization from remaining or becoming an autonomous section of an international trade union." The Constitution Committee recommended non-concurrence jointly for these two resolutions, and this recommendation was carried.

### Automation

William Dodge, Executive Vice-President of the CLC, delivered a speech in which he urged that the federal Government assign \$5,000,000 to the Economic Council of Canada to study the automation problem and its effects. The CLC likewise would study the problem and work to develop a policy that would be of some guidance to its affiliated unions, he announced.

An economic policy statement adopted by the convention pointed out that federal programs for retraining and moving workers are designed to deal with present problems. "But what does the future hold in store? What can predict what the economy of 20 to 30 years from now will be like?

... Suppose that in spite of expansionary employment policies, and in spite of the most efficient training and labour market programs, technological change should cause a continuing decline in the demand for labour? ... What if technological change destroys the labour market itself? We would have to revise our ethics and propose that every person has the right to be fed, clothed, educated and given medical care even if he produces nothing.

If people in the industrial economies are to make this colossal adjustment we should begin now to consider the most just and efficient means of carrying out the distribution of wealth in this new society of the future.

There are also other implications. If the demand for labour declines in the industries producing basic goods and services, this will release people for other pursuits—such as education and recreation and the arts. Next to the problems of distribution, man's greatest problem may be how to use the vast leisure time at his disposal.

These considerations raise questions to which there are, as yet, few satisfactory answers. If we are going to get answers we must examine the problem thoroughly and devote a lot of time and resources to its solution. Perhaps it is intended that the new Economic Council of Canada will look into this matter. The Canadian Labour Congress proposes that the Council should make this one of its top priority areas of inquiry and proposes, furthermore, that the Government should make a special allocation of funds to this undertaking.

Three resolutions on automation were referred to the incoming Executive Council, "as they involve a complex cost study." These resolutions:

—Requested that the industries implementing automation pay the cost of retraining the workers becoming unemployed;

—Requested the federal Government to set up an emergency fund to "provide full employment insurance benefits during the full period of unemployment without reservations," and that the federal Government institute a comprehensive national retraining program immediately to assist all displaced workers to get re-established in other fields of work; and

—Demanded that the federal Government assume responsibility and initiative in establishing "an automation impact fund financed by a levy imposed upon industry and bolstered by funds from the federal treasury, and further, that the permanent loss of a job because of automation be treated "as a major industrial and occupational injury and should be paid for accordingly from the fund at full wages."

## Automation and Shorter Work Week

A number of resolutions on automation tied this subject to a request for a shorter work week, usually 30 hours. For 12 resolutions recommending the shorter work week, the Legislative Committee proposed a substitute resolution urging a progressive reduction in the work week "consistent with growth in productivity and as a means of alleviating the problem of unemployment."

It urged that the convention call upon the provincial federations to seek changes in legislation "whereby maximum hours of work per day and per week would be set at no more than eight hours per day and 40 hours per week with a five-day work week, and that the Congress seek similar federal legislation."

The substitute resolution further urged that all affiliated and chartered unions, through their established bargaining procedures, effect progressive reductions in working hours with maintenance of take-home pay.

When some delegates argued strongly for a specified work week of less than 40 hours, it was pointed out by the Committee that many were still working more than 40 hours a week, and that the aim was to achieve a progressive reduction in the work week.

## President's Address

An appeal for national unity and improved understanding between various groups in Canada, particularly between the French and English sections of the population, was one of the main points in President Claude Jodoin's address to the convention.

"It is time for those of us who believe in a strong and united Canada to speak out," he said. "It is typical of some destructive minorities that they talk with loud voices ...

"It is time to put these narrow-minded pursuers of selfish objectives in their place."

Mr. Jodoin referred to the convention itself as evidence of what could be done by people of diverse national origins working together. "What we have accomplished as trade unionists we can accomplish as Canadians."

The President expressed concern with the continuing high rate of unemployment. He said that we could never expect to achieve the national unity he had been advocating unless we succeeded in reducing the great disparities that exist between one part of the country and another.

Coupled with this is the disparity, with regard to unemployment, between age groups. The impact of unemployment on young people is particularly severe. This points up the need for very careful examination of all aspects of education.



We must devote very serious attention to the industrial changes which are having such a sharp effect on the lives of many of our people. We do not have enough hard information in this field.

We do know that the new problems which we are facing are highly complex and will undoubtedly call for many approaches. One of these is certainly going to be the matter of special training. So far, Canadian industry at large has not accepted its responsibilities with regard to in-plant training.

The President went on to speak of social legislation, referring particularly to pensions, medicare and housing. Labour, he said, has been disturbed by "the obvious watering-down that has taken place since a Canada Pension Plan was first talked about . . . You may be sure that the Congress will continue to press for what we believe are the essentials of a real Canada Pension Plan."

The emphasis that the Congress was placing on pensions did not mean that it was forgetting about medicare, he asserted, and he held up the Saskatchewan plan as a model to be followed by other provinces. It was designed, he said, to "meet health needs rather than private interests."

Passing to the matter of housing, he said, "We need subsidized housing for people with low incomes. We need a strong housing program for the aged . . . We need more encouragement for co-operative housing, for slum clearance and urban renewal and for community planning."

The speaker remarked with satisfaction that there had been some improvement in international relations, and urged the Government to give more aid to the developing countries.

He defended the stand that had been taken by the Congress on the question of the strife between transportation unions on the Great Lakes, and the appointment of the board of trustees. He insisted that this was a purely Canadian affair and that differences between national and international unions were not an issue in the matter.

Both international and national trade unionists have demonstrated their support for the right of Canadian sailors to belong to the union of their choice without sacrificing the freedom to sail the seas . . . It is to be remembered that the Canadian Labour Congress is an autonomous national labour centre quite capable of making its own decisions on behalf of those it represents; and it intends to continue doing so.

Referring to constitutional amendments to be put before the convention, he mentioned especially changes designed to provide a new procedure for dealing with jurisdictional disputes. He said that the procedure being recommended followed that which had been in effect for some time in the United States. "Its acceptance by our Con-

gress will avoid confusion of jurisdiction between the AFL-CIO and ourselves in cases where international unions are involved."

## Guest Speakers

### The Prime Minister

The legislation setting up the trusteeship over the maritime transport unions had the support of four of the five unions affected, of the leaders of the CLC, of all parties in the House of Commons, and of the public, Prime Minister Pearson said in addressing the convention. Nevertheless, he declared, it had been enacted only as a last resort, and he hoped it would not have to be repeated.

The trustees were all men of experience in trade union affairs, and since they had been appointed, the Government had refused to interfere or try to control the trustees in any way—and had no intention of doing so, Mr. Pearson said.

The legislation had three objectives, the Prime Minister said: To restore trade union rights to thousands of Canadian seamen who were being denied them and instead were being victimized by violence and by undemocratic practices; to ensure freedom of passage for Canadian vessels in U.S. waters and U.S. ports, without fear of harassment or violence; and to restore law and order, "without which none of us can be free or secure."

Apart from the situation on the Great Lakes, the Prime Minister thought that there had been "a very real improvement in labour-management co-operation in Canada." The Government expected the Economic Council of Canada to play an important role in encouraging such co-operation in the future. Mr. Pearson welcomed the participation of labour in the work of the Council.

We look to the Economic Council to make very significant contributions to the planning of Canada's economic development. The field of labour-management relations will be but one of the many areas in which its studies, its advice and its recommendations will be important. Its function is spelled out in the Act . . . It is to advise and recommend to the Government how Canada can achieve, and I quote from the legislation, "the highest possible levels of employment and efficient production in order that the country may enjoy a high and consistent rate of economic growth, and that all Canadians may share in rising living standards."

In many matters, including such things as concern for helping the developing countries to improve the condition of their people and disapproval of racial and religious discrimination, "you in labour and we in the present federal Government are not in dissent," he said. Where they differed was not in the nature or degree of their concern,

## Executive Salary Raises

*After much debate, the President's salary was raised from \$16,000 to \$20,000 a year; that of the Secretary-Treasurer, from \$14,000 to \$17,500; and that of the two Executive Vice-Presidents, from \$13,000 to \$16,000.*

*During the debate, one delegate asserted that granting the salary increases would result in the officers' thinking "like bosses" instead of promoting the viewpoints of union members.*

*Others argued, that, to obtain and retain qualified leadership, it was necessary to pay for it, and that the officers could earn much more "if they sat on the other side of the table."*

*The previous salary increase for the four top officers was in 1960.*

but "in the degree of our impatience over delays in removing the causes of that concern."

He knew of no country in any age that had attained "the social ideals we share," and although "certainly, in my lifetime, Canada will not reach all those ultimate goals we have before us," we have made real progress, and must accelerate that progress.

There are no overnight miracles or shortcuts to achieve these goals, and we must accept the need for planned priorities . . . I know of no more reasonable or obvious first priority than the Government's, which is to create and maintain the economic growth which will see unemployment reduced to an irreducible minimum, and out of which economic growth, national health care and other insistent social betterment plans can be supported.

Turning to unemployment, the Prime Minister said that in the past year there had been a substantial reduction in the number of those without jobs. By March of this year, nearly 100,000 persons unemployed a year earlier had found work, and another 217,000 had been added to the number employed.

Nevertheless, he asserted, unemployment in many parts of the country was still much too high. Regional imbalances were particularly difficult to overcome in a country such as ours, in which geography militated against mobility of labour. Similar imbalances occurred between various occupations, and the paradox of a high national rate of unemployment together with a shortage of skilled workers in many occupations was experienced during much of last summer.

The Prime Minister went on to outline the measures that the Government was employing to remedy this disparity, by pro-

moting vocational and technical training and by taking steps to improve the working of the National Employment Service.

To assist workers and employers even further to meet the employment problems of technological displacement, the Department of Labour has established now a Manpower Consultative Service, "which represents a forward step in the area of government action in relation to the problems of industrial change," Mr. Pearson said.

Mr. Pearson complimented the CLC President on the stand on national unity he had taken in his presidential address.

## Minister of Labour

Hon. Allan J. MacEachen, federal Minister of Labour, made a brief speech to the convention shortly after the Prime Minister had spoken. He noted that he had been in his position for about a year now, during which time he had received "some valuable on-the-job training."

He thought he had spent more time with the executive of the CLC than with his Cabinet colleagues (in an attempt to solve a difficult problem), but believed that the co-operation and consultation had been mutually beneficial.

The Minister stated it was the intention of the Government to take action at this session of Parliament in the "important field of labour standards." He hoped such action would set a good example in this field.

## T. C. Douglas

We live in challenging times, said T. C. Douglas, leader of the New Democratic Party. The most pressing problem apart from the atomic bomb is what to do about automation. It is now the gravest problem, he added.

Mechanization has replaced muscle with the machine, but "automation is replacing man as a minder of the machine." He quoted figures by John L. Snyder, President of U.S. Industries, Inc., that advancing technology is a major factor in eliminating 40,000 jobs a week in the United States. The figure for Canada would probably be 4,000 a week, Mr. Douglas said.

The North American economy is not growing fast enough to provide jobs for those displaced by automation as well as for "the thousands of young people who enter the labour market each year."

Calling for a "massive assault on poverty" and a better distribution of income, he quoted Leon Keyserling, former Chairman of the U.S. Economic Advisory Council under President Truman. The United States did not have a production problem but a



distribution problem, Mr. Keyserling had stated, having added that no sizable progress against the unemployment problem could be made unless it was recognized that the reason for unemployment was the bad distribution of income.

The real need is to distribute the national income so as to create an "effective demand" for consumer goods by those whose present incomes do not permit them to buy more of the goods and services that modern technology is capable of producing, Mr. Douglas asserted.

Referring to President Lyndon B. Johnson's declaration of "unconditional war on poverty in America," the speaker called for an emergency program in Canada to promote full employment by redistributing purchasing power.

Although he was not advocating a "share-the-wealth" program, said Mr. Douglas, he was promoting the sharing of the unused wealth production "occasioned by idle men, idle resources and unused plant capacity." Full employment in Canada would increase the gross national product by at least \$4,000,000,000 a year, he asserted.

Speaking on automation, Mr. Douglas said that "automation need not be a curse, it can be a blessing." Sweden had demonstrated this fact for all to see. With full employment and the second-highest income per capita in the world, that country had shown there was no need to have unemployment and poverty when so much had to be done. He then went on to develop the theme that, in order to "create this good life," it was necessary to engage in political action.

#### **Fraternal Delegates**

**Joseph D. Keenan**—The fraternal delegate from the AFL-CIO was Joseph D. Keenan, Secretary of the International Brotherhood of Electrical Workers.

Mr. Keenan is currently a member of the President's Advisory Committee on Labor-Management Policy; special assistant to the Director for Labor and a consultant to the Office of Emergency Planning; a member of the OEP's Labor Advisory Committee; and a member of the Labor Advisory Committee for the U.S. Department of Labor.

Referring to the traditional U.S.—Canadian relationship, he said that, although Canada and the United States were sister nations, he thought of them more like brothers, rather than sisters. Brothers, he said, fought side by side against a common enemy, but when there was no need to fight, they would often pass the time by fighting each other. In this context, the oft-mentioned, undefended border between the two countries was an even greater achievement.

#### **Election of Officers**

*In the election for the 22 seats on the Executive Council, only one position was contested.*

*In the one contest, J. K. Bell, Secretary-Treasurer of the Marine Workers' Federation, was nominated for one of the four general vice-presidencies. In the balloting he obtained 521 votes of the 1,204 cast, not enough to unseat an incumbent.*

*Mike Rygus, IAM, an Ontario Regional Vice-President, declined nomination for re-election, as did Prairie Vice-President Donovan Swailes. Mr. Rygus was succeeded by Stanley Little, President of CUPE; Mr. Swailes, by Len Wallace of the Retail Store Union. Edouard Larose succeeded Louis Laberge as a Quebec Vice-President.*

He then drew a parallel with his union, and reviewed its history in Canada and the United States. The spirit of co-operation that had prevailed at the beginning was continuing today, he said.

The first of a number of matters basic to both the CLC and the AFL-CIO was that of jobs for all, said Mr. Keenan. Growth of the work force, coupled with accelerated automation in industry, was creating a slack that no new source of private employment could take up, he asserted. A solution demanded government action on a broad scale, in his opinion.

"The plain fact is that unless a society—any society—can provide useful, rewarding work for its people, it has failed. You and I, and the way of life we represent, cannot afford to fail," he said.

Mr. Keenan then drew another parallel, by stating that the two labour organizations desired to have their countries maintain economic relationships that would be good for the workers on both sides of the border. Although the agreement was not always there, the mutual objective was the same. But neither organization wished to adopt economic policies that would cause distress among workers on the other side of the border, he believed.

**Fred Hayday**—The fraternal delegate from the British Trades Union Congress was Fred Hayday, a member of the TUC General Council since 1950 and Chairman for 1962-63. Since 1946 he has been a National Industrial Officer of the National Union of General and Municipal Workers.

Mr. Hayday has served the British Government in various capacities in connection with labour and other matters; he is a member of the Nuclear Safety Advisory

Committee and of the Radioactive Substances Advisory Committee.

He told the delegates that many changes were coming about in Great Britain's trade union movement because of world changes. There were many changes in industry, with new industries springing up. There were population movements and unions had to adapt to them. Labour also had to adopt measures to cope with redundancy.

Legislation on training and retraining had been passed on union insistence. Companies that had "stolen" apprentices from others now had to train their own.

The TUC was currently discussing the aims of trade union organizations—and looking at its trade union structure in the light of today's needs—as some unions were now more than 200 years old. The basic aims, however, remain unchanged, he said. The TUC wanted to see if the aims could be reached better by some re-organization, and he outlined some of the associated problems. One aim was to encourage small unions to join large ones, which could provide better services.

Another reason for having a central labour body was that it enabled unions to be effective in Neddy—the National Economic Development Council. The latter aimed at an annual growth in productivity of 4 per cent, or 20 per cent in the next five years. Last year, the TUC had been involved in a "productivity year," he told the delegates.

He said the British trade union movement was not just looking inward, but outward to the world. There was a big job to be done.

**Robert Main**—A fraternal delegate from the TUC who started his labour career in the mines, Robert Main, General Secretary of the National Union of Mineworkers, Northumberland Area, was elected area representative to the National Executive Committee of the NUM in 1960.

Mr. Main brought greetings from TUC as a whole and from his own union in particular. He discussed the past course of the labour movement in Great Britain and the establishment of the British Labour Party via the TUC. He also reviewed the history of the labour movement in British mining, and that of the NUM in its own right.

**Arne Geijer**—President of the International Confederation of Free Trade Unions, Arne Geijer reminded the delegates that the Confederation had now existed for 15 years and that it could now be called a world-wide organization.

Although more than 150 organizations are now affiliated with the ICFTU, "the great majority of wage and salary earners are still unorganized," he said. There is a potential membership of about 200,000,000 people—mostly in Asia, Africa and Latin America. These present "enormous organizing tasks" for the ICFTU, he declared; in certain of the developing countries, especially in Africa, there was always the danger of government intervention to bring trade unions under government control. These developments must be watched steadily, he said, adding:

Only if *free*, can a trade union movement fulfil its duty to give a real contribution to the vital tasks of nation-building, economic development and social progress.

The role of the trade union movement is not only to claim a higher standard of living. Its task must also be that of raising productivity and speeding up the rate of the economic development. For without economic progress, the conditions of living cannot be improved. In my own country we have a saying: "The cake must be baked before you can eat it."

### Economic Policy

A statement of economic policy, in addition to the paragraphs quoted above, reviewed the Canadian economy and quoted unemployment and gross national product figures. Although the report acknowledged the improvement in employment and the continuing rise in the gross national product, it noted that unemployment was still "well above the Beveridge maximum of 3 per cent" and urged that action be taken to correct the problem of "inadequate effective demand which has been with us for some time."

The statement deplored the Government's lack of long-run policies to raise and maintain an adequate level of effective demand for the future. Unless such policies were started very soon, the report warned, the country would be faced with "an unemployment problem of even greater magnitude and complexity than we experienced from 1957 to 1961."

The report also stressed the importance of and need for "social capital." "A program of public investment in social capital, by increasing the rate of expenditure in the economy, would initiate a 'multiplier effect' which would create thousands of jobs, help produce a high level of economic growth, and sustain that growth over a long period of time," the report asserted. The Municipal Loan and Development Fund was a step in the right direction, but did not go far enough.



On fiscal policy, the report asserted that there was "no special virtue in a balanced budget," and that budgetary policy should be consistent with major economic objectives.

On technological change and retraining, the report said that some steps had already been taken, such as the Technical and Vocational Training Assistance Act. Calling this insufficient, the report asked for a nationwide network of training schools built and maintained by public funds. These schools should have permanent staffs, and the worker, who should receive his training free, should also receive a maintenance allowance for himself and his family during the training period.

To integrate such training with "an active, national labour market policy," a national Labour Market Board, with branches in every labour market area in the country, should be established. These branches would detect surpluses and shortages before they become serious, and the Board would then assist in co-ordinating the necessary training programs. The NES did not meet this standard, the report asserted.

### **Social Security**

Resolutions and debate on social security revolved around pensions, medicare, non-occupational disability benefits, chiropractic care, and the drug industry. Some of the resolutions did not come up for debate.

On pensions, President Jodoin issued a statement on the new Canada Pension Plan, in response to the Prime Minister's announcement on the newest version of the plan. "The future of this plan seems more assured than it was only a few years ago. This is good news for the workers of Canada and their families, and for other Canadians as well.

"Importance must also be attached to the fact that there will now apparently be one single standard of public pension programs across Canada, together with full portability."

The social security committee proposed an eight-point substitute resolution on medicare to replace nine resolutions submitted on the subject. The substitute resolution recommended a public health care program that would:

1. Be universally available without regard to means;
2. Provide services comprehensive in scope, that is, including the prevention, diagnosis and treatment of illness as well as the rehabilitation of those disabled by illness or accident, and the provision of drugs and appliances;
3. Be equitably financed and free of any financial deterrents against full use;
4. Be organized to provide optimum distribution and co-ordination of the various types of health services, agencies and personnel needed for health care of the highest quality;

5. Take the necessary steps to fill existing needs in personnel and facilities to make a comprehensive health care program available in every part of Canada;

6. Be free of control or undue influence by any special interest group;

7. Provide for an advisory council including representatives from organized labour and other sections of the community;

8. Include an appeals procedure.

In addition, the resolution opposed "the introduction of programs such as the one now in effect in Alberta or contemplated in Ontario" under which coverage would be voluntary and in which there would be a means test, "and which would place the provision of health care services largely under the control of the insurance industry and the medical profession."

The resolution further requested that the CLC seek the establishment of public health care programs such as the one now in effect in Saskatchewan "and seek further to have this and other such programs extended to make them fully comprehensive in scope."

The resolution was passed, as was another substitute resolution calling for cash sickness benefit similar to those provided under workmen's compensation legislation. But a resolution requesting the inclusion of chiropractic care under health services was referred back to the Congress for further study.

A substitute resolution requesting a lowering of the price of drugs and the appointment by the federal Government of a commission to investigate the manufacture, marketing, and price of drugs was likewise referred back.

### **Political Education**

The convention strongly re-affirmed its support of the New Democratic Party "as the political arm of the trade union movement."

The committee on political education put forward a recommendation in place of two resolutions that called for continued support of the NDP. The recommendation pointed out that "Labour's failure to gain an effective voice in government has resulted in a steady increase of anti-labour legislation, particularly in the provincial field."

The recommendation asked the Congress to urge all its affiliates to support and "affiliate to the New Democratic Party"; urged unions to co-operate with NDP constituency associations to recruit union members for the party; and urged more effective liaison at all levels between the labour movement and the NDP.

The recommendation was adopted. It was mentioned that about 225,000 union members were now affiliated with the NDP.

### Human Rights

Resolutions on human rights set off considerable debate, which became a heated one when some delegates wanted to have Soviet Russia excepted from censure for its discrimination against Jews. At least four resolutions condemned the Government of the Soviet Union for its discrimination against Jews, one resolution calling upon the Government of Canada "to use the means available to it in the United Nations and elsewhere to vigorously protest official Soviet anti-semitism."

As the debate waxed hot, Larry Sefton, a CLC Regional Vice-President for Ontario, said the CLC was against discrimination no matter where it was and, particularly in view of what had happened in Russia under Stalin and in Germany under Hitler, would not make any exception with Russia. The resolutions were upheld.

The conditions and hardships of Indians in Canada also caused much discussion as the result of a resolution requesting specific government attention to their problems. The resolution was adopted.

### Government Employees

Two resolutions expressed concern that the preparatory committee on collective bargaining in the Public Service would recommend compulsory arbitration. They called for support for the CLC's efforts to prevent passage of any legislation that would subject Canadian trade unions to compulsory arbitration, and urged the officers of the CLC to continue the efforts. The resolutions were carried.

To replace a resolution asking for collective bargaining on behalf of prevailing-rate employees of the federal Government, the Committee recommended concurrence in a substitute resolution that demanded the right to bargain through associations of their own for all government employees, whether federal or provincial, classified or prevailing rate. It further urged the Congress to continue making representations to the preparatory committee on collective bargaining in the Public Service in order to assist the committee in developing desirable collective bargaining procedures for federal Government employees, along the lines already set out in the Congress submission to that committee.

Finally, the substitute resolution urged all provincial federations to support the efforts of provincial government employees'

associations to obtain collective bargaining rights where there are none to date. The resolution was passed.

A resolution requesting the enforcement of the five-day, forty-hour week for operational personnel of the Post Office Department was amended by inserting "consecutive" before "five-day." Another resolution supported the Canadian Postal Employees' Association in its request for shift differential pay for all hours worked on evening shifts.

A final resolution in this series—all of which were passed—requested repeal of Section 89 of the Ontario Labour Relations Act, calling it "discriminatory in so far as it denies the right of union recognition to municipal employees."

### Resolutions Not Reached

Resolutions that did not reach the debate stage and were referred to the incoming executive included requests for:

- Amendment of the Unemployment Insurance Act so that unemployed persons will remain eligible for benefits if they refuse to cross picket lines, and that the NES stop sending applicants to strike-bound plants;

- Abolition of fee-charging employment agencies;

- Censure of the "tight-money policy" as causing layoffs in industry, and for reduced defence spending and allocation of the monies so designated for creation of a "vast public works program";

- Making the Municipal Winter Works Incentive Program a continuing one, to permit long-range planning by municipalities;

- Legislation for a planned approach to placements of handicapped persons;

- Inclusion of age with the other factors such as race, creed and colour that are not to serve as bases for discrimination in employment;

- Condemnation of the federal Government for implementing the \$75-a-month incentive to hire workers over 40 "instead of enacting legislation with severe repercussions for discrimination because of age";

- Revision of the Industrial Relations and Disputes Investigation Act and of the Criminal Code to overcome "labour restrictions";

- The placing of the shipbuilding and ship repair industry under the "Federal Labour Code";

- A national minimum wage of \$1.50 an hour.



## 4th Convention, Union Label Trades Department

The Fourth Biennial Convention of the Union Label Trades Department of the Canadian Labour Congress was held in Montreal on April 18.

It was reported that since the 1962 convention, six more unions had affiliated to the Department. It was noted, however, that a number of international unions that are affiliated with the Union Label and Service Trades Department of the AFL-CIO are still not affiliated with the CLC Union Label Trades Department.

Resolutions approved included one that called for printing of voters lists under union conditions. As evidence, the resolution proposed the inclusion of the Allied Printing Trades Council label on the lists. The assistance of the Executive Council of the CLC was requested in the implementing of this resolution.

Other resolutions requested all affiliates to embody in their union label the abbreviation CLC, that where an organization uses a postage meter, they have the seal of the Canadian Labour Congress and the words "Demand The Union Label" or the seal of the Union Label Trades Department with the words "Look For The Union Label, Shop Card and Button" and that where an organization does not use a postage meter,

an endeavour be made to have the envelopes printed with the union label message, and that all union labels used in Canada recognize the bilingual character of the country.

Stanley G. Clair, Amalgamated Clothing Workers of America, Windsor, was re-elected President, and Thomas B. Ward, Canadian Labour Congress, Ottawa, was re-elected Secretary-Treasurer.

Mrs. Josephine Hallock of the Hotel and Restaurant Employees, Vancouver, was elected Western Vice-President, and Gérard Rancourt, Amalgamated Clothing Workers, Montreal, was chosen Eastern Vice-President.

Regional vice-presidents elected were: William Swanson of the Office Employees' International Union, British Columbia; Anne Baranyk, United Garment Workers, Alberta; Arthur Miles, Retail, Wholesale and Department Store Union, Saskatchewan; William Haika, ACWA, Manitoba; Saul Fagan, United Hatters, Cap and Millinery Workers, Ontario; Saul Linds, ACWA, Quebec; John Simonds, Bakery and Confectionery Workers, New Brunswick; and Gordon Smith, Halifax, Dartmouth and District Labour Council, Nova Scotia. The position of vice-president for Prince Edward Island and Newfoundland was not filled.

## Annual Policy Conference, United Steelworkers

The United Steelworkers in bargaining this year will ask for a "substantial" pay increase. This will be a prominent demand in new contract talks that are due to open later this year with The Steel Co. of Canada, Limited, and Algoma Steel Corporation, Limited. (Agreements between the Steelworkers and the two basic steel companies expire on July 31.)

A resolution passed at the union's annual policy conference, held in Montreal on April 16-18, said the move for higher pay would be "apart from any other demands to be made on the companies."

The union showed itself sensitive to the effects of automation: the delegates, who numbered about 300, unanimously passed a resolution urging the federal Government to establish a manpower development agency to cope with the problems of technological change. This agency should be "charged with authority for job placement, training and retraining manpower, the research needed for new jobs, development of new skills and keeping tab on the continuing manpower needs of the economy," the resolution said.

### National Director

William Mahoney, National Director of the union in Canada, in his report to the conference made the claim that Canadian steelworkers were the most efficient and productive in the world.

In 1962, he said, Canadian steelworkers were turning out a ton of steel in 9.1 man-hours compared with 9.9 man-hours taken by workers in the United States. In 1963, Canadian productivity had increased so that only 8.6 man-hours were required for each ton of steel.

Wage costs per ton in Canada had dropped from \$25.86 in 1960 to \$23.66 in 1962, and the estimated cost for 1963 was \$23.04, Mr. Mahoney said. The wage cost in the United States (in U.S. dollars) was \$32.64 in 1960, and only 68 cents less in 1963, he stated.

But the base wage rate for Canadian steelworkers was 23.5 cents an hour less than the rate in the United States, and in addition, the wage spread between job classifications was higher across the border, Mr. Mahoney said.

"If Canadian steelworkers are turning out steel more efficiently, why shouldn't Canadian metal fabricators and Canadian consumers see some of the savings passed on in the form of lower prices," he said.

The union had several times offered to modify wage demands in return for reductions in the price of steel, he said, and he complained of the lack of consultation between employers and employees in the industry about economic matters and objectives.

In many countries of Western Europe, he said, there was such consultation, and "we in this country must develop techniques which will enable workers to participate with management in the planning and decision-making processes of industry."

Mr. Mahoney called for more political action by organized labour. "Only direct action by labour can balance the direct action by capital which is so obvious in Canadian political life," he said.

#### **International President**

David McDonald, International President of the United Steelworkers, in a tape-recorded message to the conference, implied that international unions in the United States should allow the Canadian Labour Congress exclusive jurisdiction over labour matters in Canada.

"We accept and respect the authority of our AFL-CIO in U.S. matters. We accept and respect the authority of the Canadian

Labour Congress in Canadian matters," he said.

"We respectfully suggest to all other international unions that they should study the successful results of such a policy, results which show clearly in the size and growth of the Canadian section of the United Steelworkers."

#### **Charles Millard**

Charles H. Millard, former national director of the Steelworkers who retired in 1956 and is now one of the three Government-appointed trustees of the Canadian maritime transportation unions, was warmly greeted by the convention. He was given a vote of confidence in his ability to restore the Seafarers' International Union of Canada to the ranks of democratic trade unionism.

Making his first appearance before a labour group since his retirement, Mr. Millard said, "I'm sure the seamen of Canada will take their place in the forefront of the nation's labour movement if given a little time and co-operation."

He said that Canadian seamen had had a rough time during the past 20 years. "Under the trusteeship, we are going to put the interest of seamen first," he continued. "This may take a little time, a little retraining and a little development work. But I have confidence that we are dealing with the same kind of people as steelworkers, auto workers or packinghouse workers."

## **Annual Report for 1962 of the British Chief Inspector of Factories**

*Reversing upward trend of preceding three years, number of reportable accidents under Factories Act declined in 1962  
Number of industrial fatalities smaller than in 1960 or 1961*

The 1962 Annual Report of Britain's Chief Inspector of Factories discusses a number of matters, including the new Offices, Shops and Railway Premises Act, 1963; the Non-ferrous Metals (Melting and Founding) Regulations, 1962; a special survey to determine what percentage of reportable accidents is reported; special safety reports concerning the iron and steel, non-ferrous metals, and printing industries; new construction regulations; and safety education. The Report makes the usual review of industrial injuries and efforts to prevent them.

Reversing the upward trend of the preceding three years, there was a decline during 1962 of 1.2 per cent, to 190,158, in the

total number of reported accidents\* in establishments governed by the Factories Act. The number of fatal accidents, 668, was less than in 1960 or 1961.

Although there was a decline of 2.5 per cent in reported accidents in factories and of 3.5 per cent at docks, wharves, quays and warehouses, there was a partially offsetting increase of 8.5 per cent in construction. Fatalities in factories dropped by 17 but rose by the same number in construction.

\* An accident must be reported if an employed person is killed or is disabled for more than three days from earning full wages at his job.



A special survey designed to test the reliability of official accident statistics was made in co-operation with the Ministry of Pensions and National Insurance by checking claims for industrial injury benefit by workers subject to the Factories Act. The survey revealed that about 40 per cent of reportable factory accidents and more than 50 per cent of reportable accidents on construction sites had not been reported to the factory inspectorate—which raises a question concerning the extent of accident reporting in other jurisdictions.

Despite the understatement in accident totals, however, an examination of unreported accidents disclosed that, in general, the pattern of causation and types of injury

conforms to that of the reported accidents. Consequently, the main features of the statistics in the 1962 report and those of previous years are not distorted. A considered review of the results and implications of this survey will be included in the 1963 report.

A chapter on statistics and trends again provides analyses of accident statistics relating to: industry generally; factories; construction work; docks, wharves, quays and warehouses; accident frequency rates; electrical accidents; and dangerous occurrences.

A series of appendices giving detailed accident statistics is included, as in previous years, but with more emphasis on machinery, transport and electrical accidents.

## REVIEW OF THE YEAR

The chapter of the Report headed "Review of the Year" reviews the main activities and developments during 1962 in industrial safety—except safety education and training—and, briefly, industrial health. A more comprehensive review of industrial health matters, however, is contained in the Annual Report on Industrial Health (see following article).

### Safety Activities in Industry

The Ministry of Labour began in 1961, and continued in 1962, approaches to industry to obtain information about existing safety organizations, to improve liaison with those industries with effective safety organizations and promote the development of safety organizations that were less effective, and to encourage the formation of new safety organizations where none existed. By the end of 1962, this program had covered about 75 per cent of the manufacturing industries.

The report gives a brief account of safety activities in particular industries, dealing specifically with aluminum, cement, iron and steel, non-ferrous metals, rubber, and die casting.

A number of important safety publications were issued during the year by safety associations in these industries, including a comprehensive report on "Road and Rail Safety in the Iron and Steel Industry" by the Accident Prevention Advisory Committee of the British Iron and Steel Federation.<sup>†</sup>

This Committee, in co-operation with the British Iron and Steel Research Association and the British Boot, Shoe and Allied Trades Research Association, also conducted experiments in the provision of adequate instep

protection. It is considered that such protection would eliminate about 12 per cent of foot injuries.

In the non-ferrous metals industry, reference is made to a "Safety Manual" being prepared by the Accident Prevention Committee of the British Non-ferrous Metals Federation.\*

### Construction Industries

In March 1962, the Construction (General Provisions) Regulations, 1961, and the Construction (Lifting Operations) Regulations, 1961, came into operation, extending the Building (Safety, Health and Welfare) Regulations, 1948, to works of engineering construction. An important feature of these regulations is the requirement that building and civil engineering construction firms employing more than 20 persons must employ an experienced safety supervisor.

Crane accidents on construction sites present a serious problem. Investigation of these accidents has emphasized the importance of the competence and qualifications of persons responsible for installing or controlling cranes, and of the supply of essential information to them.

The Construction (Lifting Operations) Regulations, 1961, require certain cranes to be fitted with automatic safe load indicators of types approved by the chief inspector.

### Foundries

The new Non-ferrous Metals (Melting and Founding) Regulations, 1962, provide for the safety, health and welfare of employees engaged in melting and founding of non-ferrous metals. This Code deals not only with non-ferrous foundries, but also with the melting of non-ferrous metals in factories.

<sup>†</sup> British Iron and Steel Federation, Steel House, Tothill Street, London, S.W.1.

\* British Non-ferrous Metals Federation, 6 Vicarage Road, Birmingham, 15.

In November 1962, an advisory booklet "Improving the Foundry Environment."<sup>†</sup> was published. It gives general guidance on the working environment, describing important measures for the suppression, elimination and control of dust and fumes. An appendix lists 56 original papers and reports of the Joint Standing Committee on Safety, Health and Welfare Conditions in Non-ferrous Foundries on various aspects of the subject.

### Guarding of Paper-Cutting Guillotines

The report discusses the advantages of photo-electric devices in the guarding of paper-cutting guillotines. It refers to a statement on this subject, prepared by the Safety Sub-Committee of the British Federation of Master Printers<sup>‡</sup> in collaboration with the Factory Inspectorate, and published in 1962. This statement, available from the Federation, includes a detailed specification for photo-electric devices.

### Machine Controls

Unsuitable or inappropriately placed machine controls, states the chief inspector, are often a factor in accidents occurring at machinery and other power operated plant. He mentions a recent survey of 340 accidents where it was considered that machine controls had a bearing. In 221 of these cases it appeared that an improved method of machine control, or a better position of the control, would have prevented the accident.

It was also found that accidents in which machine controls were a factor more frequently involved certain types of machine, notably power presses, lathes, printing machines, paper reeling and slitting machines, conveyors, drilling and boring machines, looms, and internal factory transport and self-propelled machines.

In 231 cases, the operation of the machine controls or the controls themselves were a factor in causing the accident. Inadvertent operation of the control by the

operator, accounting for 37 per cent of these accidents, was by far the most frequent cause.

### Offices, Shops and Railway Premises Act, 1963

The Offices, Shops and Railway Premises Act, 1963 was introduced in 1962. The main dates on which its provisions will come into force are May 1 and August 1, 1964. It provides for the health, safety and welfare of more than eight million persons employed in offices, shops and certain railway premises.

Local authorities will be responsible for inspection of most offices and shops; the fire authority, for fire precautions. The Factory Inspectorate will inspect offices and shops in factories, railway premises, premises occupied by the United Kingdom Atomic Energy Authority and local authorities, and premises owned or occupied by the Crown. Inspectors of Mines and Quarries will be responsible for inspection of offices and shops in mines and quarries.

The Act includes general provisions dealing with cleanliness, overcrowding, temperature, ventilation, lighting, sanitary conveniences, washing facilities, first aid, fencing of exposed parts of machinery, and the training and supervision of young persons working at dangerous machinery. The Minister of Labour may, by regulations, supplement or specify standards for many of these general requirements. Authority to issue regulations is also given on other matters such as control of noise and vibrations. The Act includes provisions relating to fire precautions and the issue of fire certificates respecting certain premises (certifying that adequate means of escape in case of fire are available for workers employed therein).

The Minister may exempt classes of premises from certain provisions by order, and enforcing authorities may exempt individual premises from these provisions.

## SAFETY EDUCATION

Safety education, the chief inspector points out, is a question not only of training young persons and new entrants, but also of ensuring that all levels of management as well as junior supervisors are equipped to play their respective roles in the safety program. In this respect, it is vital that supervisors' own training has

developed an attitude of mind that ensures that they consider the safety aspects of any job that has to be done.

### Safety Education in Schools and Colleges

The schools can play an important part in promoting safe work habits. With the object of promoting early safety education, there is close liaison between the Ministry of Labour and the Ministry of Education and the Scottish Education Department.

Administrative Memoranda on Industrial Safety and the Education Service, published by these Ministries, point out that the func-

<sup>†</sup> Safety, Health and Welfare New Series Booklet No. 17. Her Majesty's Stationery Office, York House, Kingsway, London, W.C.2. Price 4s. 5d.

<sup>‡</sup> British Federation of Master Printers, 11, Bedford Row, London, W.C. 1.



tion of the schools in safety is not to reproduce industrial conditions, but to educate children in safe methods of doing work and of using tools and household appliances, thus developing safe working habits as a basis for subsequent training and experience.

In some regions in England and Scotland, school inspectors and factory inspectors have arranged short courses on accident prevention for school and college teachers.

An increasing number of universities and technical colleges are setting up safety committees whose object is to ensure the safe operation of their workshops and laboratories.

### **Safety Education of Young Persons**

Although educational institutions have an important contribution to make, the main responsibility for safety training rests upon industry. There are a number of factors, states the chief inspector, that make young persons more vulnerable to accidents, including: ignorance of factory conditions and hazards; lack of instruction in the safe way of doing a job, which may result in their doing it the wrong way; resentment of discipline, which may lead to horseplay; disregard of safety precautions because they think this is a sign of maturity.

Accidents to young persons continue to be a much higher proportion of the total; many of them occur on unguarded machines. Factors contributing to these accidents include: failure to give young persons adequate information about a machine and the precautions to be taken, entrusting the training of others to inexperienced young persons, and failure to stress the importance of stopping and isolating machinery before cleaning or adjusting it. In addition, lack of continuing supervision of safety training of young persons is an invitation to injury.

Some of the larger firms, realizing the importance of systematic induction, training and supervision, integrate safety training of young persons with general training given in the shop. In this regard, the report stresses the importance of the role of the supervisor and that of the adult operative with whom the new entrant is put to work.

Larger firms with apprentice training schools have an excellent opportunity to provide sound safety training. Where it is difficult to provide safety training in a particular craft, group schemes are suggested. One co-operative apprentice scheme in the engineering industry, designed for

firms too small to provide full apprentice training individually, makes systematic transfers of trainees from one factory to another in the area.

The chief inspector states that the safety training of young persons on unskilled and semi-skilled work is especially neglected by employers. Unless the attitude of these employers can be changed, little reduction in the accident rate can be expected.

One of the most difficult areas in which to provide planned training for young persons is in small firms where limited numbers are employed. The report refers to joint approaches to solve this problem in the cotton industry and in the iron and steel industry.

### **Safety Education of Adult Workers**

Although the report emphasizes the importance of safety training for young persons, it points out that it is necessary for older workers, too, particularly immigrants, married women returning to the labour force, and workers transferring to other industries.

An excellent development, states the chief inspector, is that of providing safety training either in the factory or at a training centre for persons doing particular jobs, such as crane drivers and slingers, fork-lift truck drivers, and material handlers.

### **Safety Training for Foremen and Supervisors**

Foremen and supervisors play a key role in the safety training program, and success cannot be achieved unless they are adequately trained for it. The importance of such training, states the report, is being increasingly recognized.

Evidence of this recognition is shown by the fact that accident prevention committees in certain industries have arranged systematic instruction for foremen and supervisors. The Birmingham and District Industrial Safety Group provides a series of safety courses, and many colleges of further education have included courses on accident prevention.

There are also safety training courses held by certain firms for large numbers of foremen. Then, too, there are the Training Within Industry Courses in Job Safety provided by the Ministry of Labour. From 1957 to 1962, some 31,000 supervisors have taken these courses, and 900 instructors from individual firms have attended courses designed to equip them to train supervisors.

## **ANNUAL REPORT ON INDUSTRIAL HEALTH**

The Annual Report of the Chief Inspector of Factories on Industrial Health, 1962, again comprises three main chapters: review

of the year; industrial diseases, poisoning and gassing; and a special discussion on the early notification of industrial disease.

## REVIEW OF THE YEAR

During the year legislative developments included the making of the Non-ferrous Metals (Melting and Founding) Regulations, 1962. Progress was made on regulations concerning hazards presented by lead, ionizing radiations, mercury and anthrax.

The Non-ferrous (Melting and Founding) Regulations, 1962 lay down standards for factories where workers are engaged in melting and founding of non-ferrous metals, including the following matters: cleanliness of floors; storage of gear and materials; provision of gangways and pouring aisles; maintenance of ventilating plant; provision and use of protective clothing; construction of floors; elimination, suppression and control of dust and fumes; temperature of workrooms; washing facilities, accommodation for clothing; and facilities for meals.

### Noise in Industry

The report refers to a three-year program of research, to start early in 1963, into the effects of industrial noise on workers' hearing. The research team would examine certain particularly noisy industries or processes and the effects on their workers. This is a joint program by the National Physical Laboratory, the Wernher Research Unit on Deafness of the Medical Research Council, and the Ministry of Labour.

In 1960, the Committee on the Problem of Noise was appointed under the Chairmanship of Sir Alan Wilson. One of the results of their investigations is the publication of a booklet, *Noise and the Worker*,\* which gives present knowledge on the subject, and discusses measures to prevent deafness due to industrial noise.

### Other Matters

The report includes a discussion of developments concerning industrial health and hygiene services, referring particularly to two non-profit group industrial health services established during the year. It also mentions a booklet published by the Ministry of Labour in 1962, "Organization of Industrial Health Services".†

At the end of 1962, the Joint Standing Committee for the Pottery Industry, which was established to advise the Ministry of Labour on health, safety and welfare matters in the industry, published an important report, making recommendations concerning "Dust Control in Potteries".‡

In 1962 also, the Ministry of Labour was responsible for the publication of a booklet entitled *Industrial Dermatitis: Precautionary Measures*.§ This booklet describes industrial dermatitis, its causes and incidence and advises on its prevention.

## INDUSTRIAL DISEASES, POISONING AND GASSING

One chapter, as in previous years, deals largely with notifiable industrial diseases and reportable gassing accidents. It includes a number of case histories which are intended to provide a guide for preventive action.

The matters discussed are: the work of the Ministry's Pathological Laboratory;

lead, arsenical, phosphorus, mercurial, aniline, and chronic benzene poisoning; epitheliomatous and chrome ulceration; compressed air illness; toxic anaemia; over-exposure to X-rays; pneumoconiosis; tumour of the urinary tract; and gassing accidents due to carbon dioxide, carbon monoxide, nitrous fumes, sulphuretted hydrogen, and trichloroethylene.

## EARLY NOTIFICATION OF INDUSTRIAL DISEASE

The Factories Act and orders made under it require every medical practitioner to notify the Chief Inspector of Factories of all cases of the following industrial illnesses; lead, phosphorous, arsenical, mercurial, carbon bisulphide, aniline, chronic benzene, and manganese poisoning; anthrax; toxic jaundice; epitheliomatous and chrome ulceration; compressed air illness, and toxic anaemia.

Factory occupiers are required to report these illnesses to the district inspector and the appointed factory doctor. The factory inspectorate is also informed by the Ministry of Pensions and National Insurance of every

case of industrial disease where benefit is granted from the industrial injuries fund.

The foregoing procedures channel information on cases of industrial disease to the medical inspector of factories, who

\* Safety, Health and Welfare New Series Booklet No. 25, Her Majesty's Stationery Office. Price 1s 6d.

† Safety, Health and Welfare New Series Booklet No. 21, Her Majesty's Stationery Office, Price 2s. 4d.

‡ First Report of the Joint Standing Committee for the Pottery Industry, Her Majesty's Stationery Office. Price 7s.

§ Safety, Health and Welfare New Series Booklet No. 18, Her Majesty's Stationery Office, Price 1s. 6d.

(Continued on page 519)



# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i> .....(000)	May	6,901	+ 2.0	+ 3.6
Employed.....(000)	May	6,608	+ 3.9	+ 4.7
Agriculture.....(000)	May	667	+ 11.9	+ 0.5
Non-agriculture.....(000)	May	5,941	+ 3.1	+ 5.2
Paid workers.....(000)	May	5,415	+ 3.4	+ 5.0
At work 35 hours or more.....(000)	May	3,835	- 29.3	- 29.4
At work less than 35 hours.....(000)	May	2,603	+234.1	+253.2
Employed but not at work.....(000)	May	170	+ 8.3	+ 21.4
Unemployed.....(000)	May	293	- 27.3	- 15.3
Atlantic.....(000)	May	42	- 41.7	- 31.2
Quebec.....(000)	May	112	- 28.2	- 13.9
Ontario.....(000)	May	70	- 21.4	- 12.5
Prairie.....(000)	May	31	- 41.5	- 22.5
Pacific.....(000)	May	38	+ 15.2	+ 8.6
Without work and seeking work.....(000)	May	281	- 26.1	- 14.6
On temporary layoff up to 30 days.....(000)	May	12	- 47.8	- 29.4
<i>Industrial employment (1949=100)</i> .....	March	123.4	+ 0.3	+ 4.8
Manufacturing employment (1949=100).....	March	118.4	+ 0.6	+ 5.0
<i>Immigration</i> .....	{ 1st 3 mos. 1964 }	17,546	-	+ 30.8
Destined to the labour force.....		8,850	-	+ 30.9
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	May	35	- 14.6	- 20.5
No. of workers involved.....	May	7,488	- 13.1	+ 20.5
Duration in man days.....	May	63,700	- 28.4	+110.2
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	March	\$85.25	- 0.6	+ 2.8
Average hourly earnings (mfg.).....	March	\$ 2.01	+ 1.0	+ 4.1
Average hours worked per week (mfg.).....	March	40.7	- 1.2	- 0.5
Average weekly wages (mfg.).....	March	\$81.83	- 0.3	+ 3.6
Consumer price index (1949=100).....	May	135.0	0.0	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100).....	March	145.2	- 0.6	+ 1.5
Total labour income.....\$000,000.	March	1,840	+ 0.7	+ 8.7
<i>Industrial Production</i>				
Total (average 1949=100).....	April	212.0	+ 1.3	+ 12.0
Manufacturing.....	April	188.0	+ 1.7	+ 11.3
Durables.....	April	196.0	+ 1.9	+ 13.6
Non-durables.....	April	181.2	+ 1.5	+ 9.3
<i>New Residential Construction (b)</i>				
Starts.....	May	11,334	+ 35.9	- 9.1
Completions.....	May	7,047	+ 5.9	- 20.8
Under construction.....	May	62,592	+ 6.9	+ 6.7

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

# Employment and Unemployment, May

Employment increased seasonally by an estimated 248,000 to a total of 6,608,000 between April and May.

Unemployment declined by 110,000 to 293,000, about the usual decrease for this time of year.

The labour force increased by 138,000 to 6,901,000, and was 243,000, or 3.6 per cent, higher than in May 1963.

The unemployment rate in May represented 4.2 per cent of the labour force, compared with 5.2 per cent in May 1963 and 5.1 per cent in May 1962. Seasonally adjusted, the May unemployment rate was 4.7 per cent.

## Employment

Employment in all regions reflected the general upswing in seasonal activity. Between April and May, farm employment rose by 71,000.

Non-farm employment increased by 177,000, a rise that also was in line with seasonal expectations. Most of this advance was associated with the spring pickup in manufacturing and construction.

Total employment in May was up 296,000 or 4.7 per cent from the total a year earlier. Year-to-year increases of more than 4 per cent have been recorded in each of the past six months. The average year-to-year increase during the last decade was about 2 per cent. Employment increases

continued to be mainly in service, manufacturing and trade.

The April-to-May employment gain was distributed among all age groups. Persons under 25 years of age accounted for 45 per cent of the total advance, a somewhat larger proportion than in most previous years.

Employment of young people also showed a significant increase over the year. In May, 1,436,000 persons aged 14 to 24 years of age were employed, 114,000 more than in May 1963.

Employment was substantially higher than a year ago in all regions. The gain was particularly noticeable in the Atlantic region.

## Unemployment

Unemployment declined seasonally by 110,000 between April and May. Of the 293,000 unemployed in May, 234,000 were men and 59,000 were women.

Compared with a year earlier, unemployment was down 53,000. The largest decline was among those whose last job was in the primary industries.

Of the total unemployed, some 177,000 had been unemployed for three months or less. The remaining 116,000, or 40 per cent of the total, had been seeking work for four months or more. This group accounted for a somewhat smaller proportion of the total than a year earlier.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	May 1964	May 1963	May 1964	May 1963	May 1964	May 1963	May 1964	May 1963
Metropolitan.....	2	2	7	9	3	1	.....	.....
Major Industrial.....	5	7	14	15	7	4	.....	.....
Major Agricultural.....	2	2	5	5	7	7	.....	.....
Minor.....	12	13	27	29	18	15	.....	.....
Total.....	21	24	53	58	35	27	.....	.....



# CLASSIFICATION OF LABOUR MARKET AREAS—MAY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	St. John's Winnipeg	Calgary Edmonton Halifax Hamilton Montreal → QUEBEC-LEVIS → VANCOUVER-NEW WESTMINSTER- MISSION CITY	→ OTTAWA-HULL → TORONTO → WINDSOR	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Lac St. Jean Rouyn-Val d'Or Shawinigan Sydney	Cornwall Farnham-Granby FT. WILLIAM → PT. ARTHUR → IOLLETTE → MONCTON → NEW GLASGOW Niagara Peninsula Oshawa Peterborough → SAINT JOHN Sarnia → SHERBROOKE → TROIS RIVIERES Victoria	→ BRANTFORD Guelph → KINGSTON Kitchener London → SUDBURY → TIMMINS- KIRKLAND LAKE	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agriculture)	Riviere du Loup Thetford-Megantic Ville St. Georges	→ CHARLOTTETOWN Lethbridge Prince Albert Red Deer Yorkton	→ BARRIE → BRANDON → CHATHAM Moose Jaw → NORTH BATTLEFORD → REGINA → SASKATOON	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)	Bathurst Campbellton Edmundston Gaspé Grand Falls Montmagny Newcastle Okanagan Valley Prince George-Quesnel Quebec North Shore Rimouski St. Stephen	Beauharnois → BRACEBRIDGE → BRIDGEWATER → CRANBROOK Chilliwaick → DAUPHIN → DAWSON CREEK Drummondville → FREDERICTON → KAMLOOPS → KENTVILLE Lachute-St. Therese Lindsay Pembroke Portage la Paririe → PRINCE RUPERT → STE. AGATHE- ST. JEROME St. Jean Sault Ste. Marie Sorel → SUMMERSIDE Trail-Nelson → TRURO Valleyfield → VICTORIAVILLE → WOODSTOCK → YARMOUTH	→ BRAMPTON → BELLEVILLE- TRENTON Central Vancouver Island → DRUMHELLER Galt Goderich Listowel → MEDICINE HAT → NORTH BAY → OWEN SOUND → ST. HYACINTHE St. Thomas → SIMCOE Stratford Swift Current Walkerton Weyburn Woodstock-Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.

## Progress in Rehabilitation

*Provinces report that 2,134 persons reached rehabilitation status in 1963-64; total reported since 1957 is now 11,923*

The number of persons reported by provincial authorities to have reached "rehabilitation status" on which it has been possible to get full details increased sharply in 1963-64. These reports are completed after active rehabilitation services have terminated and after a suitable period of follow-up.

The total of 2,134 cases reported in 1963-64 is an increase of more than 18 per cent since 1962-63 and of more than 113 per cent over the number in 1957, the first year for which figures are available.

Of the 2,134 rehabilitated persons in 1963-64, more than 70 per cent were dependent on relatives or public assistance; there were 1,684 dependents. The cost to the public purse was estimated to be approximately \$1,363,000 annually.

After rehabilitation, the estimated total annual income for the group is approximately \$4,245,000. The contribution of some 85 housewives and homemakers is in addition to this.

Since 1957 the number of rehabilitated persons reported has grown to 11,923. It is estimated that the annual cost of public support, if they had not been rehabilitated, would be approximately \$7,893,000, and the accumulative cost of support from the time of their rehabilitation to the present, about \$32,378,000. Instead of this outlay of funds, the group is estimated to be earning more than \$22,000,000 annually and to have earned since their rehabilitation approximately \$85,000,000.

After their rehabilitation, 1,710 of those rehabilitated in 1963-64 became regularly employed in business or industry; 75 set up in business for themselves; 89 entered sheltered employment; 78 were enabled to undertake some homebound employment, and another 85 resumed their responsibilities as housewives and homemakers. Ninety-seven of the severely disabled were helped to the stage where they could undertake their own care.

Before their acceptance for rehabilitation service, 754 of these persons had never been employed. Of the remainder, 334 had previous experience at unskilled work, 130 at semi-skilled work and 158 at skilled work. One hundred and thirty-four had worked previously in agriculture, fishing or forestry, 167 in service occupations and 250 in

sales and clerical work; 67 had had experience in the professional or managerial field; 116 had been housewives. For 24, information on their employment experience was lacking.

After rehabilitation, 148 are now employed in the professional or managerial field; 525 in sales and clerical work, 371 in service occupations, 72 in agriculture, fishing or forestry, 297 as skilled workmen, 266 semi-skilled and 275 in unskilled work. Eighty-five are housewives or homemakers, and 95 are rehabilitated to self-care.

**Disabilities**—These 2,134 rehabilitated persons suffered from a variety of disabling conditions. Almost one third of them had amputations or other orthopaedic handicaps.

The group suffering from tuberculosis, which accounted for the highest proportion (27 per cent of all cases) in 1957-58, dropped to fifth place (almost 12 per cent) in 1963-64.

The increasing effort on behalf of mentally ill and mentally retarded is reflected in the higher percentage of the neuro-psychiatric group among those rehabilitated.

### Percent in Major Disability Groups

	1957-58	1963-64
Amputations	6	6
Neuro Muscular Skeletal Impairments	19	25
Deaf and Hearing Impairments	3	13
Blind and Visual Impairments	18	14
Neurological Impairments	14	7
Tuberculosis and Respiratory Disorders	27	12
Cardio-vascular Diseases	3	4
Neuro-psychiatric Disorders	5	16
Other Disabling Conditions	5	3

In addition to medical, social and vocational assessment and counselling, a variety of treatment services were provided to almost half of those rehabilitated during the year, and prosthetic appliances and devices were supplied to 266.

A study of their educational qualifications shows that 1,152 had not gone beyond elementary school and 252 of these had not gone beyond Grade 4. Only 78 had continued their education beyond high school

*(Continued on page 508)*



## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During June, July and August

(except those under negotiation in May)

Company and Location	Union
Abitibi Power & Paper, northern Ontario .....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Atlantic Sugar Refineries, St. John, N.B. ....	Bakery Wkrs. (CLC)
B.C. Hydro & Power Authority .....	Street Railway Empl. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Canada Wire & Cable, Leaside, Ont. ....	U.E. (Ind.)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Dominion Glass, Redcliff, Alta. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., southern B.C. ....	Woodworkers (AFL-CIO/CLC)
McCormick's Ltd., London, Ont. ....	Millers (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Interior Lumbermen's Assn., B.C. ....	Woodworkers (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C. ....	CLC-chartered local
Spruce Falls Power & Paper, Kapuskasing, Ont. ...	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Sask. Wheat Pool (Country Elevator Div.), Sask. ....	Sask. Wheat Pool Empl. (CLC) (operating empl.)

### Part II—Negotiations in Progress During May

(except those concluded in May)

#### Bargaining

Company and Location	Union
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Aluminum Co. of Canada, Arvida & other centres, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que. ....	Metal Trades' Federation (CNTU)
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld. ....	Carpenters (AFL-CIO/CLC) (loggers)
Associated Clothing Mfrs., Montreal, Que. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Assn. Patronale du Commerce (hardware), Quebec, Que. ....	Commerce & Office Empl. (CNTU)
B.C. Telephone .....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), western Canada .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Building Materials & others, Toronto, Ont. ....	Teamsters (Ind.)
Canada Packers (8 plants), Canada-wide .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, I.G.A., Loblaws & others, B.C. ....	Retail Clerks (AFL-CIO/CLC)
Canada Safeway, Loblaws, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
CPR, system-wide .....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que. ....	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Carling, Labatt's, Molson, O'Keefe & other breweries, Winnipeg, Man. ....	Brewery Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Engineering, Lachine, Que.	Machinists (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton, City, Alta.	Public Empl. (CLC) (outside empl.)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Hôpital Notre Dame, Montreal, Que.	Service Empl. Federation (CNTU)
Hôpital Ste-Jeanne-d'Arc, Montreal, Que.	Service Empl. Federation (CNTU)
Hôpital Ste-Justine, Montreal, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Montreal & other centres, Que.	Service Empl. Federation (CNTU)
Hôtel Dieu de Montréal, Montreal, Que.	Service Empl. Federation (CNTU)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packhouse Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Montreal Transportation Commission, Montreal, Que.	Railway Transport & General Wkrs. (CLC)
Motor Transport Industrial Relations Bureau (car carriers), Que. & Ont.	Teamsters (Ind.)
New Brunswick Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
N. M. Paterson & Sons, Ont. & Que.	Seafarers (AFL-CIO)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ottawa City, Ont.	Public Empl. (CLC)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Provincial Paper, Thorald, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
RCA Victor, Montreal, Que.	IUE (AFL-CIO/CLC)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Stelco (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Swift Cdn. (6 plants), Canada-wide	Packhouse Wkrs. (AFL-CIO/CLC)
Tamper Limited, Lachine, Que.	IUE (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
United Keno Hill Mines, Elsa, Y. T.	Mine, Mill & Smelter Wkrs. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local

#### Conciliation Officer

Aluminum Co. of Canada, Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)



Company and Location	Union
B.C. Hotels Assn., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide .....	Moving Picture Machine/Operators (AFL-CIO/CLC)
Cdn. General Electric, Cobourg & Oakville, Ont. ....	IUE (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que. ....	IUE (AFL-CIO/CLC)
CNR, Western Reigon .....	Locomotive Engineers (Ind.)
CPR, system-wide .....	Trainmen (AFL-CIO/CLC) (dining car staff)
Cdn. Vickers, Montreal, Que. ....	Metal Trades' Federation (CNTU)
Cdn. Westinghouse, Hamilton, Ont. ....	UE (Ind.)
Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C. ....	Pulp & Paper Wkrs. of Canada (Ind.)
Collingwood Shipyards, Collingwood, Ont. ....	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dominion Stores, Hamilton & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que. ....	Textile Federation (CNTU)
Dominion Textile, Montreal, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que. ....	Commerce & Office Empl. (CNTU)
Forest Industrial Relations, B.C. coast .....	Woodworkers (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que. ....	Clothing Workers' Federation (CNTU)
International Nickel, Thompson, Man. ....	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone .....	IBEW (AFL-CIO/CLC) (traffic empl.)
Montreal Cottons, Valleyfield, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont. ....	Butcher Workmen (AFL-CIO/CLC)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Toronto City, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (outside empl.)

### Conciliation Board

Bakeries (various), Greater Vancouver, B.C. ....	Bakery Wkrs. (CLC)
CNR, CPR & other railways .....	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C. ....	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Hollinger Gold Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont. ....	Steelworkers (AFL-CIO/CLC)

### Post-Conciliation Bargaining

Cdn. General Electric, Guelph, Peterborough & Toronto, Ont. ....	UE (Ind.)
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### Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que. ....	Service Empl. Federation (CNTU)
Hospitals (13), Montreal & other centres, Que. ....	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)

### Work Stoppage

Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
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## Part III—Settlements Reached During May 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximately.)

**ACME, BORDEN'S & OTHER DAIRIES, TORONTO, ONT.—TEAMSTERS (IND.):** 2-yr. agreement covering 1,300 empl.—wage increases of \$2 a wk. retroactive to Jan. 1, 1964 and \$2 a wk. eff. Jan. 1, 1965, for outside empl.; wage increases of \$2.50 a wk. retroactive to Jan. 1, 1964 and \$2 a wk. eff. Jan. 1, 1965 for inside empl.; employer contribution toward welfare to be increased by \$1.50 a wk.; minimum rate for retail route salesman after Jan. 1, 1965 will be \$82 a wk.; agreement to expire Dec. 31, 1965.

**AUTOMATIC ELECTRIC, BROCKVILLE, ONT.—IUE (AFL-CIO/CLC):** 2-yr. agreement covering 630 empl.—settlement pay of \$25 prorated; general wage increases of 3% eff. May 17, 1964 and 3% eff. May 16, 1965; 3 wks. vacation after 12 yrs. of service in 1964 (formerly after 15 yrs.) and after 10 yrs. of service in 1965; bereavement leave of 3 days in the event of death of wife, husband, child or parents (formerly 2 days) and 2 days in the event of death of in-laws (formerly 1 day); employer to pay increases in premiums for hospital insurance eff. July 1, 1964; rate for sweeper after May 16, 1965 will be \$1.72 an hr.; agreement to expire May 11, 1966.

**CHILDREN'S OUTERWEAR MANUFACTURERS' ASSN.—AMALGAMATED CLOTHING WORKERS (AFL-CIO/CLC):** 3-yr. agreement covering 800 empl.—wage increases of 7½¢ an hr. eff. April 1, 1964 and 2½¢ an hr. eff. January 1, 1966; 6 paid holidays (previously 3); 2 wks. vacation (formerly

1 wk.) after 2 yrs of service; employer contributions toward new welfare plan that includes group life insurance, hospital, medical and surgical insurance; agreement to expire March 31, 1967.

G. T. DAVIE & SONS, LAUZON, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 600 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1964, 5¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. Jan. 1, 1966; 1 wk. plus 2 to 4 days vacation after 2 to 4 yrs. of service, 2 wks. vacation after 5 yrs. of service, 2 wks. plus 1 to 4 days vacation after 6 to 9 yrs. of service, and 3 wks. vacation after 10 yrs. of service; company to contribute 4¢ an hr. toward pension plan eff. Jan. 1, 1966; rate for labourer after Jan. 1, 1966 will be \$2.06 an hr.; agreement to expire Dec. 31, 1966.

DOMINION CORSET, QUEBEC, QUE.—EMPL. ASSN. (IND.): terms of settlement not immediately available.

DOMTAR PULP & PAPER, EAST ANGUS, QUE.—PULP & PAPER WORKERS' FEDERATION (CNTU): 2-yr. agreement covering 560 empl.—wage increases of 5¢ an hr. eff. May 1, 1964 and 5¢ an hr. eff. May 1, 1965; additional classification adjustments; evening and night shift premiums increased to 7¢ and 12¢ respectively (previously 5¢ and 10¢); rate for labourer after May 1, 1965 will be \$2.05 an hr.; agreement to expire April 30, 1966.

DOMTAR PULP AND PAPER (KRAFT & BOXBOARD DIV.), WINDSOR, QUE.—PULP AND PAPER WORKERS' FEDERATION (CNTU): 2-yr. agreement covering 1,000 empl.—wage increases of 5¢ an hr. eff. May 1, 1964 and 5¢ an hr. eff. May 1, 1965; additional classification adjustments; evening and night shift premiums increased to 7¢ and 12¢ respectively (previously 6¢ and 11¢); rate for labourer after May 1, 1965 will be \$2.05 an hr.; agreement to expire April 30, 1966.

MANITOBA ROLLING MILL, SELKIRK, MAN.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—wage increases of 8¢ an hr. eff. May 17, 1964 and 6¢ an hr. eff. May 17, 1965; group life insurance to be increased to \$4,000 in 1965; weekly sickness indemnity of \$40 to be payable up to 26 wks.; rate for labourer after May 17, 1965 will be \$1.99 an hr.; agreement to expire May 25, 1966.

MARITIME TEL. & TEL., HALIFAX, N.S.—IBEW (AFL-CIO/CLC) (TRAFFIC EMPL.): 1-yr. agreement covering 730 empl.—wage increases of 75¢ a wk. on starting rates and of \$2.25 a wk. on maximum rates; 2 wks. vacation after 1 yr. of service and 3 wks. vacation after 15 yrs. of service maintained; winter vacation bonus for vacation taken between November 1 and April 30—1 wk. of a 2- or 3-wk. vacation to be extended by 2 days; 2 wks. of a 3-wk. vacation to be extended by 4 days; complete 2- or 3-wk. vacation to be extended by 5 days; 4 wks. vacation after 24 yrs. of service (formerly after 35 yrs.); rate for operator \$57.75 a wk.; agreement to expire Sept. 22, 1964.

MOIRS LIMITED & MOIRS SALES, HALIFAX, N.S.—TEAMSTERS (IND.) & BAKERY WKRS. (CLC): 2-yr. agreement covering 600 empl.—general wage increases of 4¢ an hr. retroactive to Feb. 15, 1964, 3¢ an hr. eff. Feb. 15, 1965 and 2¢ an hr. eff. Aug. 15, 1965; Boxing Day to be eighth paid holiday; rate for labourer after Aug. 15, 1965 will be \$1.27 an hr.; agreement to expire Feb. 15, 1966.

PHILIPS ELECTRONICS, LEASIDE, ONT.—IBEW (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 4¢ to 9¢ an hr. retroactive to April 1, 1964 and 4¢ to 9¢ an hr. eff. April 1, 1965; 4 wks. vacation after 25 yrs. of service (no previous provision); weekly sickness and accident indemnities to range from \$30 to \$50 (formerly \$30 to \$35); minimum pension to be \$50 a mo.; rate for labourer after April 1, 1965 will be \$1.83 an hr.; agreement to expire March 31, 1966.

QUEBEC HYDRO-ELECTRIC COMMISSION, MONTREAL & OTHER CENTRES, QUE.—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 3-yr. agreement covering 2,000 empl.—wage increases of 7¢ an hr. retroactive to Jan. 1, 1964, 6¢ an hr. eff. Jan. 1, 1965, 7¢ an hr. eff. Jan. 1, 1966 at Montreal and Labrieville; wage increases of 10¢ an hr. retroactive to Jan. 1, 1964, 10¢ an hr. eff. Jan. 1, 1965 and 10¢ an hr. eff. Jan. 1, 1966 at Quebec; wage increases of 8¢ an hr. retroactive to Jan. 1, 1964, 9¢ an hr. eff. Jan. 1, 1965 and 10¢ an hr. eff. Jan. 1, 1966 at Les Boules and Northern Power; wage increases of 15¢ an hr. retroactive to Jan. 1, 1964, 15¢ an hr. eff. Jan. 1, 1965 and 15¢ an hr. eff. Jan. 1, 1966 at Les Boules and Southern Canada Power; 3 wks. vacation after 10 yrs. of service (previously after 12 yrs.); evening and night shift premiums increased to 9¢ and 11¢ respectively (formerly 6¢ and 9¢); agreement to expire Dec. 31, 1966.

QUEBEC NATURAL GAS, MONTREAL, QUE.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—wage increases of 8¢ an hr. eff. May 11, 1964 and 8¢ an hr. eff. May 3, 1965; 9 paid holidays (formerly 8); 3 wks. vacation after 11 yrs. of service (previously after 12 yrs.); wage rate for labourer after May 3, 1965 will be \$1.84 an hr.; agreement to expire May 1, 1966.

ST. LAWRENCE SEAWAY AUTHORITY, QUE. & ONT.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 2-yr. agreement covering 1,000 empl.—wage increases of 8¢ an hr. retroactive to Jan. 1, 1964 and 8¢ an hr. eff. Jan. 1, 1965; annual vacation of 5/6 day per month of continuous service after 1-9 yrs. of service, 1½ days per month of continuous service after 10-19 yrs. of service, and 1½ days per month of continuous service after 20 yrs. of service (formerly 1½ days per month of service for most employees); rate for Canal Man 2 after Jan. 1, 1965 will be \$2.13 an hr.; agreement to expire Dec. 31, 1965.

SCOTT-LA SALLE, LONGUEUIL, QUE.—EMPL. ASSN. (IND.): 1-yr. agreement covering 550 empl.—terms of settlement not immediately available; agreement to expire June 1, 1965.

SMITH & STONE, GEORGETOWN, ONT.—MINE WKRS. (IND.): 30-mo. agreement covering 580 empl.—wage increases of 3% eff. May 28, 1964, 3% eff. April 28, 1965 and 3% eff. Jan. 30, 1966; 3 wks. vacation after 11 yrs. of service (formerly after 13 yrs.); heavy operation labourer's rate after Jan. 30, 1966 will be \$1.74 an hr.; agreement to expire Nov. 1966.

VANCOUVER CITY, B.C.—CIVIC EMPL. (IND.) (OUTSIDE EMPL.): 2-yr. agreement covering 1,550 empl.—general wage increases of 7¢ an hr. retroactive to Jan. 1, 1964, 3¢ an hr., eff. July 1, 1964, 5¢ an hr. eff. Jan. 1, 1965 and 4¢ an hr. eff. July 1, 1965; 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.); rate for labourer after July 1, 1965 will be \$2.28½ an hr.; agreement to expire Dec. 31, 1965.



# Statistics on Canada's Older Population

*Number and proportion of older persons in the labour force increased from 1,600,000 or 30.6 per cent to 2,100,000 or 32.7 per cent in the decade between 1951 and 1961, DBS finds*

Workers aged 45 and over constituted 30.6 per cent of Canada's labour force in 1951; by 1961 this proportion had increased to 32.7 per cent, states a recent publication of the Census Division, Dominion Bureau of Statistics, due mainly to the marked increase of older women workers.

The publication\*, *Selected Statistics on the Older Population of Canada*, was prepared at the request of the Special Committee of the Senate on Aging.

There was a total labour force of 5,276,639 persons in Canada in 1951. Of this total, 1,617,318 (30.6%) were in the age group 45 and over. In 1961, out of a labour force of 6,458,156, there were 2,111,872 (32.7%) persons in the age group 45 and over.

The following is a breakdown of these figures, by sexes:

## Age Group 45 and Over in the Labour Force

	1951	1961
Male	1,376,130	1,602,947
Female	241,188	508,925
Both Sexes	1,617,318	2,111,872

This tabulation shows that a most significant factor was the large increase in the number of mature women in the labour force in 1961 from the number in 1951. The total more than doubled while the male mature group increased by 226,817, or 16.5 per cent.

At the same time, the total male segment of the labour force increased by only 14.1 per cent in the 10-year period, or 579,887 in actual numbers, while the total female segment of the labour force increased by 51.8 per cent, or 601,630, with 267,737 of these in the 45-and-over age group.

The vast majority of middle-aged workers are employed steadily, many at the peak of their earning capacity. This offers the strongest testimony to the employment value of the skills, experience, stability and maturity of workers in the 45-and-over age group.

When older workers become unemployed, however, often through no fault of their own, they are frequently regarded with disfavour as job applicants by employers

simply because of their age. Yet these same employers may often testify that their most valuable employees are their older ones.

The foregoing figures are an indication that the social and economic problem of the older worker is slowly growing in magnitude, at least in numerical potential, despite the changing attitudes of many employers who have recognized the value of hiring, retaining and promoting employees on the basis of qualifications without regard to age. Such employers may frequently have had to overcome practical obstacles in order to utilize more older manpower.

Looking at the population as a whole, as it is analyzed in the DBS publication, we find that the numbers in the 45-and-over age group have grown from 1,023,410 in 1901, or 19.0 per cent of the total population, to 4,559,128 or 25.0 per cent of the total population in 1961. One of every four persons in Canada in 1961 was aged 45 or over.

A significant rise took place also in the "age 65 and over" segment of the population during the 60-year period from 1901 to 1961. In 1901, there were 271,201 persons aged 65 and over in Canada, or 5.1 per cent of the total population. In 1961 there were 1,391,154, or 7.6 per cent of the population.

Figures in the DBS publication indicate that Canadians, particularly women, were living longer in 1961 than they did 30 years earlier, in 1931. Life expectancy at birth for females in 1931 was 62.1 years; by 1961 this had risen to 74.17 years.

The life expectancy for males also increased, but not so spectacularly. Life expectancy at birth for males in 1931 was 60.0 years; by 1961 this figure had risen to 68.35 years. There was little gain during this period, however, for men aged 45 and over.

A lack of adequate formal education among older workers sometimes constitutes a major barrier to their continued employment or re-employment and to their retraining for modern jobs. Statistics in the DBS publication point out this lack. In 1961, of the population aged 45 and over, 2,549,809 or 56.1 per cent had only an elementary school education. Only 549,819 or 12.1 per cent had completed secondary school and only 122,244 or 2.7 per cent had a university degree.

\* *Selected Statistics on the Older Population of Canada*, Census Division. Cat. No. 91-507, Queen's Printer. (Price 75 cents).

# Women Workers in a Changing World

*From replies to questionnaire from 64 countries participating in this year's International Labour Conference, International Labour Office drafted proposed Recommendation for discussion*

For discussion of the sixth item on the agenda of the International Labour Conference at Geneva this month, the employment of women in a changing world, the International Labour Office drew up a proposed Recommendation, based on replies to a questionnaire from 64 of the participating countries.\* The employment of women with family responsibilities was given special attention.

Working wives with no children often assume the double task of home and outside work without too much trouble. Responsibility for aging parents may pose a greater problem for the single working woman. The greatest difficulties are faced, however, by women who have dependent children.

Some measure of public planning, control and supervision of child-care facilities is advocated to ensure the well-being of the children involved. Standards prescribing the number and the qualifications of the staff, and the necessary equipment, services and facilities need to be worked out.

It is proposed that statistics be compiled on the number of working mothers, the ages of their children, and the kind of child-care arrangements these mothers would prefer. This would enable planners to determine the type and location of child-care facilities best suited to the needs of the population.

Further, it is recommended that the national and local authorities seek public understanding of their efforts through the co-operation of public and private organizations, especially employers' and workers' groups.

**Part-time employment** is emphasized as the most practical means of enabling a woman to combine work outside the home with her family responsibilities. There is a question of the advisability of conducting surveys to determine demand and supply in this type of employment.

Care must be exercised, however, in promoting the idea of part-time employment, that it does not create unfair competition for full-time workers, nor impose unfavourable working conditions on part-time workers.

Standards may be set to ensure that principles of equality in remuneration are maintained. There is question of bringing employers' and workers' groups together in consultation on the organization of part-time work and the conditions of employment for persons working part time. Employment security, fringe benefits, and social security protection for these workers require study.

A suggested ideal arrangement for working mothers is to have their working hours coincide with those of their school-age children. Shift work particularly suited to working women with family responsibilities might be considered. But the shorter work day, the five-day week and longer holiday periods for all workers have helped women with family responsibilities to combine their home duties with work outside the home.

**Home-aid services** are considered an important help to women with family responsibilities. A number of countries have established such services but often on a family emergency basis. This is not unlike the visiting homemaker services that exist to some extent in Canada.

It is suggested that such services be available to families on a permanent, possibly part-time basis. This is recommended because of the shortage of private domestic help that exists in many countries.

**Re-entry into employment** for women who have had to leave the labour market for an extended period of time because of family responsibilities often presents difficult problems. The proposed Recommendation, therefore, emphasizes the need of special facilities for the counselling, training or re-training, and the placement of such women.

For absences of shorter duration, provision for job security, through the right to maternity leave, is suggested. There is also question of the duration of maternity leave which should be allowed and of the rights attached to it.

**Public information and education** is recognized as vital to a more widespread understanding of the problems of working women with family responsibilities. With community support and understanding, and appropriate measures taken on their behalf, many such women might make a valuable contribution to the economic life of the nation while maintaining a full and happy home life.

\* International Labour Conference, *Women Workers in a Changing World*, Report VI (2), Geneva, I.L.O., 1964. \$1.50.



## Seventh Session, ILO Building, Civil Engineering and Public Works Committee

*Adopts two series of conclusions, on technological changes and on regularization of employment in the construction industry*

The Seventh Session of the ILO Building, Civil Engineering and Public Works Committee\* adopted two series of conclusions, on technological changes and regularization of employment. The session was held May 4 to 15 in Geneva.

The Committee is made up of government, employers' and workers' representatives from 25 countries, including Canada.

The Canadian delegation comprised:

*Government delegates*—Frank Hereford, Director, Special Services Branch, Department of Labour, head of delegation; and A. H. Portigal, Employment and Labour Market Division, Economics and Research Branch, Department of Labour.

*Worker delegates*—Pierre-Julien Martel, President, Fédération des Travailleurs des Métiers du Batiment (CSN), Jonquiere, Que.; and James B. Mathias, International Representative, Sheet Metal Workers' International Association (CLC), Toronto.

*Employer delegates*—S. D. Chutter, General Manager, Canadian Construction Association, Ottawa; and Y. A. Trotter, President, Philippe Trotter Inc., Quebec City, and Quebec Vice-President of the Canadian Construction Association.

### Technological Changes

The Committee's conclusions on technological changes in the construction industry stated various principles and made certain suggestions. Everyone within the industry should accept the general principle that any innovation which improves the service which the industry gives to the community as a whole is to be welcomed, it said.

Governments and the industry should collaborate in inviting and rewarding new suggestions for improving the efficiency of the industry. They also should collaborate in ensuring adequate investment in research in building and civil engineering and in furthering international co-operation in this field.

To avoid any misunderstanding which might lead to resistance or opposition to it, persons planning to use an innovation should take appropriate steps, such as prior

establishment of contact with the representative organizations of those who may be affected, and full and frank discussion on measures to alleviate any genuine hardship which might result from introduction of the innovation.

Where a proposed innovation may reasonably be expected to result in unemployment, effective steps should be taken by those responsible, such as governments and the construction industry, to ensure that any worker who thus becomes unemployed is compensated for any financial or other loss which he may suffer.

Adequate facilities should be provided for the vocational retraining of construction workers whose skills are rendered redundant because of technological change.

The Committee adopted a special resolution on new safety problems created by technological developments. This requested the ILO to prepare and publish one or more manuals on safety and one or more codes of practice on safety in the building and civil engineering industries.

### Regularization of Employment

The Committee's conclusions on the regularization of employment noted that instability of employment remained one of the persistent characteristics of the construction industry.

Noting that the needs for new construction and for the repair and maintenance of existing structures will exceed the capacity of the construction industry for the foreseeable future, the Committee recognized the adoption of long-range programming as a fundamental condition for regularization of employment and steady growth in the construction industry.

For the employer, long-term prospects of work facilitate efficient operation of the undertaking and particularly investment in larger items of capital equipment that can be paid off only over a period of time.

For the workers, long-term programming should aid in removing causes of instability and should afford real prospects of more regular employment. It should also facilitate the organization and expansion of vocational training programs.

*(Continued on page 514)*

\* One of the ILO's industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

# TEAMWORK in INDUSTRY

Close, continuing consultation and co-operation between labour, management and government is one of the prerequisites for survival in today's highly competitive world, according to James Byrne, Parliamentary Secretary to the federal Minister of Labour.

Main speaker at the recent labour-management conference at Edmonton, Alta., Mr. Byrne warned the 300 delegates in attendance that unless Canada is fully prepared to compete on an equal basis with the other rapidly advancing industrialized nations of the world, this country may lose the race and suffer a decline. "The luxury of past antagonism has turned to sabotage," he said.

Mr. Byrne, who is a former Mine, Mill and Smelter Workers' negotiator, pointed out that the joint solution of problems facing industry would benefit both labour and management, and the country generally. "Divided among each other," he said, "labour, management and government may arrive at nothing more than patchwork solutions of partially perceived problems. Working together as a team, we can greatly improve our chances of securing for ourselves and our descendants a promising future."

On the subject of labour-management consultation at the plant level, Mr. Byrne remarked: "In my opinion there is no substitute for regular, face-to-face encounters between labour and management in solving the multitude of problems that arise in the day-to-day operation of a plant. The face-to-face interview is the most effective form of communication man has at his disposal for the solution of problems.

"Joint consultation between labour and management offers the unparalleled opportunity to say precisely what must be said—on the spot—and then to observe reaction and harvest critical opinion. This latter effect is called feed-back—the most important single product of face-to-face communication."

Alberta's Premier E. C. Manning told the delegates attending the province's first labour-management conference that maximum

exploitation of the tremendous possibilities available to both should be the mutual goal of labour and management today. He warned them not to lose the advantages of progress by dissipating their energies on efforts to undermine each other.

"The real purpose of industry and commerce is to produce and make available the greatest array of goods and services ever. You are now in a better position to provide them than ever before because of the accumulated skills of centuries and the consummation of the evolution of scientific and technical progress of all time," said Mr. Manning.

The three main factors in future prosperity are the proper use of the nation's limitless potential provided by modern technology; understanding of the link between price levels and production costs; and the acceptance of the need to devise more and better methods of financing consumption of increased production.

Summarizing results of the one-day session, Ken Pugh, Alberta Deputy Minister of Labour and conference chairman, declared that "faith in one another is essential to better mutual understanding." Delegates were welcomed to Edmonton by Mayor William Hawrelak, who had earlier proclaimed April 5-11 as Labour-Management Co-operation Week.

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Canada's current objectives, which include increased productivity, greater export markets, increased sales, more jobs, greater employment security, improved standards of living, and better human relations, will not be achieved without continuing consultation and co-operation between labour and management. The warning was sounded at the recent labour-management conference in Lethbridge, Alta., by a man who has spent a quarter of a century in the field of industrial relations.

Bernard Wilson, Director of the Industrial Relations Branch of the federal Department of Labour, who was principal guest speaker at the conference, described the need for labour-management teamwork as "urgent".

"Automation and technological change, new processes, methods and materials have brought problems to labour and management—problems which often involve the economic survival of individuals and undertakings," said Mr. Wilson.

"Co-operation is essential for the solution of those problems and for the survival of the two parties."

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued eight certificates designating bargaining agents, ordered two representation votes, rejected two applications for certification and granted one application for revocation of certification. During the month the Board received ten applications for certification and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. National Syndicate of the Employees of Ogilvie Flour Mills Co. Ltd. (CNTU), on behalf of a unit of employees of The Ogilvie Flour Mills Company Limited employed in its flour mill, grain elevator and feed mill at Montreal, Que. (L.G., Apr., p. 286). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

2. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Tourists Services Ltd. employed in its supermarket, bakery and warehouse at Whitehorse, Y.T. (L.G., May, p. 395).

3. The National Syndicate of Employees of Aluminium of Baie Comeau, on behalf of a unit of regular seasonal stevedores and permanent dock workers employed by the Canadian British Aluminium Company Limited at Baie Comeau, Que. (L.G., May, p. 396).

4. General Truck Drivers' Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics and labourers employed by Cronkwright Transport Limited, Simcoe, Ont. (L.G., May, p. 396). Cyril Eldridge and Harold Elliott, employees of the company, had intervened.

5. International Association of Machinists, on behalf of a unit of cleaners employed at the Toronto International Airport, Malton, Ont. by Allied Building Services (1962) Ltd., Montreal, Que. (L.G., May, p. 396).

6. General Truck Drivers and Helpers Union, Local 31 and General Teamsters

Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Van-Kam Freightways Ltd., Vancouver, B.C. (L.G., May, p. 397). The Board excluded from the bargaining unit owner-drivers and drivers employed by owner-drivers.

7. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of warehousemen and driver-swampers working in and out of the city of Vancouver, B.C., employed by Reid's Moving and Storage Co. Ltd., Vancouver, B.C. (L.G., May, p. 397).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Texada Towing Co. Ltd., Vancouver, B.C. (see "Applications for Certification Received," below).

### Representation Votes Ordered

1. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, General Truck Drivers Local 938, Transport Drivers, Warehousemen and Helpers Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Taggart Service Limited, Ottawa, Ont., respondent (L.G., May, p. 396) (Returning Officers: G. A. Lane and G. E. Plant).

2. Board of Employees of John Kron and Sons Limited, applicant, John Kron and Sons Limited, Winnipeg, Man., respondent, and General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The Board ordered a vote following consideration of an application for revocation of certification (L.G., May, p. 397) (Returning Officer: J. S. Gunn).

### Applications for Certification Rejected

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, The Ogilvie Flour Mills Company, Limited, Montreal,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Que., respondent, and the National Syndicate of the Employees of Ogilvie Flour Mills Co. Ltd. (CNTU), intervener (L.G., Apr., p. 286). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the board.

2. International Longshoremen's Association, Local 1842 and Local 1869, applicants, and Eastern Canada Stevedoring (1963) Ltd., Toronto, Ont., respondent (L.G., April., p. 288). The application affected men employed by the company at the Port of Toronto who occasionally were employed by the company at the Port of Kingston. The application was rejected for the reason that in the light of the evidence given concerning the nature of the company's current operations at Kingston, the Board was not satisfied that the proposed unit is appropriate for collective bargaining.

### Application for Revocation Granted

The Board granted an application for revocation of certification made by Ian Byers, *et al*, applicants, Kitchener-Waterloo Broadcasting Co. Limited, Kitchener, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent (L.G., Apr., p. 287). The application was for revocation of the certification issued by the Board on June 22, 1960, to the respondent union in respect of a unit of employees of the respondent company.

### Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by Texada Towing Co. Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe) (See "Applications for Certification granted," above).

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## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



2. General Truck Drivers Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Liquid Cargo Lines Limited, Clarkson, Ont. (Investigating Officer: A. B. Whitfield).

3. International Union of Operating Engineers, Local 968, on behalf of a unit of maintenance employees of Canadian National Railways Hotel Department (Nova Scotian Hotel) (Investigating Officer: D. T. Cochrane).

4. Rempel-Trail Transportation Employees Association, on behalf of a unit of drivers and mechanics employed by Rempel-Trail Transportation Limited, Edmonton, Alta. (Investigating Officer: G. H. Purvis).

5. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed by Upper Lakes Shipping Ltd., Toronto, Ont. (Investigating Officer: A. B. Whitfield).

6. United Packinghouse, Food and Allied Workers, Local 511, on behalf of a unit of employees of Maple Leaf Mills Limited, Calgary, Alta. (Investigating Officer: G. H. Purvis).

7. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Trans-World

Chartering Limited, Montreal, Que. (Investigating Officer: Miss M-P. Bigras).

8. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Chandler Local No. 455, on behalf of a unit of employees of Gaspesia Pulp and Paper Co. Ltd., Chandler, Que. (Investigating Officer: Miss M-P. Bigras).

9. District 50, United Mine Workers of America, on behalf of a unit of employees of Canadian Westinghouse Company Limited (Atomic Fuel Department, Port Hope, Ont.) (Investigating Officer: A. B. Whitfield).

10. Canadian Merchant Service Guild Inc., Eastern Branch, on behalf of a unit of mates employed by Trans-World Chartering Limited, Montreal, Que. (Investigating Officer: Miss M-P. Bigras).

#### **Applications for Certification Withdrawn**

1. International Brotherhood of Electrical Workers, Local 213, applicant, and the National Harbours Board, Vancouver, respondent (L.G., May, p. 396).

2. The Brotherhood of Locomotive Firemen and Enginemen, applicant, and the New York Central Railroad Company, as Lessee of the Michigan Central Railroad and Sub-lessee of the Canada Southern Railway, St. Thomas, Ont., respondent (L.G., May, p. 396).

## **Conciliation and Other Proceedings before the Minister of Labour**

### **Conciliation Officers Appointed**

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. F. M. Yorke & Son Limited, Vancouver, and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

2. Vancouver Barge Transportation Limited and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

3. TransAir Limited, Winnipeg, and Canadian Air Line Pilots Association (Conciliation Officer: J. S. Gunn).

4. National Harbours Board, Port of Halifax, and Local 1843 of the International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

5. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, (Conciliation Officer: C.E. Poirier).

6. Buntain Bell and Co. Ltd. and J. A. Gormley Ltd., and Labourers' Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove).

7. Canadian Marconi Company (CFCF-TV and CFCF Radio) Montreal, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

8. *La Television de Québec (Canada) Ltée. (Postes CFCF-TV et CKMI-TV)*, and *L'Association Nationale des Employés et Techniciens en Radiodiffusion* (Conciliation Officer: C. E. Poirier).

9. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

10. British Overseas Airways Corp., Montreal, and United Automobile, Aerospace, and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier).

### Settlements by Conciliation Officers

1. North-American Elevators Limited, Sorel, and *Syndicat Catholique et National des Debardeurs de Sorel Inc.* (maintenance employees) (Conciliation Officer: C. E. Poirier) (L. G., May, p. 397).

2. Plette Transport Inc., Joliette, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier) (L.G., May, p. 397).

3. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae) (L.G., May, p. 397).

4. Bell Telephone Company of Canada (Directory Sales Department, Eastern Region) and Local 57 of the Office Employees' International Union (Conciliation Officer: C. E. Poirier) (L.G., April, p. 289).

5. Ottawa Transportation Commission and Division 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: T. B. McRae) (L.G., April, p. 289).

6. St. Lawrence Seaway Authority and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae) (L.G., April, p. 289).

7. Radio Futura Ltd., (Radio Station CKVL) Verdun, Que., and National Association of Broadcast Employees and

Technicians (Conciliation Officer: C. E. Poirier) (L.G., March, p. 215).

8. National Harbours Board and Civil Service Association of Canada (Quebec Harbour Police) (Conciliation Officer: C.E. Poirier) (L.G., Feb., p. 131).

### Conciliation Board Appointed

Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., April p. 289).

### Conciliation Board Report Received

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L.G., Feb., p. 132) The text of the report is reproduced below.

### Settlements after Board Procedure

1. National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (see above).

2. Robin Hood Flour Mills Limited (plant employees) Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., March, p. 216).

### Strike Action after Board Procedure

Newfoundland Employers' Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (L.G., May, p. 398). Stoppage of work occurred April 24.

## Report of Board in Dispute between

*National Harbours Board, Port of Montreal  
and*

*National Harbours Board Police Brotherhood*

The collective labour agreement between the parties entered into on the 9th day of August, 1961 provides in part as follows:

#### *Article VIII—DURATION AND RENEWAL*

This Agreement shall become effective on the date of its execution and shall remain in force until the 31st March, 1963, and shall be deemed to continue thereafter from year to year until either party hereby gives written notice to the other party . . . of desire to revise or terminate same effective commencing the following April 1st.

The agreement was not renewed for any period after its expiration date because of the union's desire for certain revisions. The parties had managed, however, through negotiations carried on following the prescribed notice by the union of its intention to re-open the agreement, to compose all their differences except those in respect of:

1. The Seniority Provisions (Article II, Section 1, paragraphs (a) to (e) inclusive)

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between National Harbours Board, Port of Montreal, and National Harbours Board Police Brotherhood.

The Board was under the chairmanship of Frank M. Godine, Q.C., of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Francis Eugene Carlin and Louis-Claude Trudel, both of Montreal, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Carlin. The minority report was submitted by Mr. Trudel.



## 2. The Salary Schedule—Appendix "A" (Article IV, Section 1)

### Seniority Provisions

This issue elicited argument particularly in regard to the matters of "promotion" and "layoff".

It was submitted on behalf of the union that, under the re-opened agreement, an employee of the Harbour Police force who, prior to his employment as such, had acquired several years of seniority by service in another department, would have an advantage over an employee who had been employed for an equal or even greater length of time on the police force only.

The union did not cite a single case where a member of the police force had actually found himself in the unfavourable position thus envisaged but contended that it was at least a latent possibility. This may be so, but in order to eliminate the possibility it would be necessary to so amend the re-opened agreement as to differentiate it from all existing agreements between the Company and its other departments under which transfer with accumulated seniority is the rule, and I have not been persuaded that the advantages which might result from the proposed amendment would outweigh the disadvantages. The seniority rule now in effect among the Company's employees permits the transfer of seniority from one department to another, under certain conditions, and operates to the advantage of the older employees whose continued employment might otherwise be jeopardized.

No actual instance of prejudice or partiality was brought to the attention of the Board in support of the union's suggestion that a lay-off clause be inserted in the new agreement stipulating that employees transferred from other departments to the police force should be the first to be laid off. The representative of the company pointed out that there had been no layoffs in the proper sense of the term since the company was constituted in 1935 and, further, that when tolls were abolished on the Jacques Cartier Bridge, the company had given evidence of its interest in retaining the services of qualified personnel by retaining some for supervisory duties on the bridge and by absorbing the remainder into the Harbour Police or into service on the Champlain Bridge.

After due consideration of the arguments presented by the representatives of the parties, I have come to the conclusion that sound and prudent administration requires that in the case of a layoff, qualifications and competence should take precedence over seniority wherever acquired, and that the Company should not be obliged to dis-

criminate against qualified personnel merely because they had transferred from other departments to the police force.

### Salary Schedule

The representatives of the parties argued this issue at length citing figures and also producing exhibits, composite statements showing rates and hours of work prevailing in various other security and investigation forces as well as data with regard thereto. Those included the RCMP, CPR Police, City of Montreal Police, suburban police forces on the island of Montreal and its environs and in principal cities in central Canada. The exhibits produced are styled as follows:

*Tableau comparatif des salaires et heures de travail* (Comparative Table of Salaries and Hours of Work).

*Nombre de policiers dans les municipalités mentionnées aux exhibits* (Number of Police in Municipalities Mentioned in the Exhibits).

Comparative statistics respecting the activities of the Port of Montreal police department (including personnel employed on the harbour and on the bridges)

Comparative table of officers and constables; strength as of first of January of each year

Agreement reached between the company and the union on all but the two issues referred to the Conciliation Board

The Company representative also cited rates of pay in other occupational classifications as set out under an agreement (effective January 1, 1962) which it had entered into with various other departments, but I am of the opinion that the rates and duties in other security and investigation forces furnish a more suitable and realistic yardstick for purposes of comparison.

These data and statistics must be considered with circumspection and can serve as nothing more than a guide in arriving at an equitable finding because the differences between the functions and scope of duties of the various forces preclude any precise analogy. The RCMP, to take but one example, is a large national security force with numerous classifications offering a greater number of career opportunities than those open to members of the Union. I have not restricted my search for a basis of calculation and comparison to the rates prevailing in any one police force, but I would mention that the comparison between the CPR Police and the Union salary schedules was more in line than other comparisons for the following reasons:

1. prior to the new CPR police salary schedule, effective October 1, 1963, the

schedules in effect in both forces were quite comparable;

2. the utilization of the Harbour by the CPR police exceeds that of the CNR and any other force apart from the matter of traffic control;

3. the cost of living is not a factor since it is the same for the Union personnel and those of the CPR police assigned to duty in the Montreal area.

On the whole, after reviewing the contentions of the parties, examining the exhibits and annexed appendices and deliberation, I am of the opinion that an increase of \$285 per annum effective April 1, 1963 and a further increase of \$285 per annum effective April 1, 1964 would be a fair and equitable finding.

These increases would not only bring the union rates more nearly in line with those of the CPR police, but so far as constables are concerned would place the union constables in a higher salary range.

I therefore recommend as follows:

1. On the issue of seniority, that Article II, Section 1, paragraphs (a) to (e) inclusive remain unchanged;

2. On the issue of salaries, that the same be increased \$285 per annum effective April 1st, 1963 and further increased by \$285 per annum effective April 1st, 1964.

3. That the remaining articles of the reopened agreement be amended to conform in all respects to the agreement between the parties dated February 25th, 1964.

(Sgd.) FRANK M. GODINE,  
*Chairman.*

I concur in the findings and recommendations of the Chairman.

(Sgd.) F. E. CARLIN,  
*Member.*

MONTREAL, March 24th, 1964.

## MINORITY REPORT

(Translation)

The Chairman of the Conciliation Board and the member appointed by the National Harbours Board have both signed a majority report containing recommendations on the two points at issue:

1. The seniority provision;
2. Wages.

In my capacity as member of the Conciliation Board appointed by the Brotherhood, I cannot subscribe to the majority recommendations submitted to the Minister of Labour.

Concerning the seniority provision I feel that the Conciliation Board should have considered the special working conditions in the Police Department of the National Harbours Board (Port of Montreal) as

compared with the working conditions prevailing in the other Departments of this same Board.

When Departments other than the Police Department are concerned, there is, evidently, no objection to employees transferred from one Department to another carrying with them the seniority acquired in the Department whence they come, and such seniority so acquired serves them in cases of layoffs, transfers or promotions. When considering the Police Department, however, it seems evident that working conditions in that Department are so different from those prevailing in other Departments that it would be unfair to apply the same standards and allow an employee of the Board coming from another Department to carry over to the Police Department the seniority he has acquired until then. In fact, an employee of the Police Department who had acquired eight years seniority could be by-passed in an available promotion by an employee who had just arrived in the Police Department carrying ten years seniority acquired in another Department.

Considering these particular aspects of the Police Department, I would have granted a mitigated seniority provision giving priority to seniority acquired exclusively in the Police Department in cases of promotion, discharge or layoff.

2. Regarding the wage scale, the parties indicated during the last hearing of the Conciliation Board just how far they could go in their offers and concessions.

The offer made by the Harbours Board representatives is, to my mind, much too low in the circumstances, considering the evidence submitted by both parties, and does not take into account the real economic situation in the area where the members of the Brotherhood are domiciled.

Considering what has been shown and amply explained before the Conciliation Board, it seems to me that a \$300 increase for each year of duration of the collective agreement would not have been excessive.

This basic increase would thus have placed the members of the Board's Police Department on about an equal footing with those of the various police forces in the Montreal area, where the persons involved in these recommendations are domiciled.

I humbly submit that the amount of \$285 suggested in the majority report would not be sufficient to place the persons here involved on the same footing as those of those of the other police forces.

All of which is respectfully submitted:

(Sgd.) LOUIS-CLAUDE TRUDEL,  
*Member.*



# Legal Decisions Affecting Labour

*B.C. Supreme Court quashes Board order substituting another company in certification order. Ontario High Court upholds power of Labour Relations Board to determine its jurisdiction and in another decision enjoins picketing by wildcat strikers*

In British Columbia, the Supreme Court quashed the Labour Relations Board's orders substituting the name of a parent company for that of a dissolved subsidiary in certification and cease and desist orders on the ground that when a decision regarding a master and servant relationship was pending before the Court, such orders on the part of the Board amounted to the denial of natural justice and of constitutional justice.

In Ontario, the High Court, dismissing an application for *certiorari* and prohibition, upheld the power of the Labour Relations Board to determine its jurisdiction when, in certification proceedings, the company challenged the jurisdiction of the Board on constitutional ground and claimed that the issue of jurisdiction should be decided by the court before the Board could proceed with an application for certification.

In another decision, the Ontario High Court, enjoining picketing by wildcat strikers, ruled that if an employer suffered damages through picketing by wildcat strikers and established that renewed picketing would cause further damages, the injunction order should apply to the persons named in the application and also to any other person having notice of the order.

## British Columbia Supreme Court . . .

**. . . quashes Labour Relations Board's orders on the ground of denial of natural justice**

On October 8, 1963, Mr. Justice Sullivan of the British Columbia Supreme Court, in *certiorari* proceedings, ruled that when the question of a master and servant relationship was pending before the Court, the substitution retroactively by the Labour Relations Board of the name of a parent company for that of a subsidiary in certification and cease and desist orders amounted to a denial of natural justice and of constitutional justice.

On October 16, 1962, Local 468 of the Bakery and Confectionery Workers' International Union of America was certified by the B.C. Labour Relations Board as bar-

gaining agent of Clancy's Pastries Ltd., which, although a separate and distinctive corporate entity, was one of the associated companies through which a parent company, White Lunch Ltd., had been operating an extensive restaurant business in and about the City of Vancouver.

Following the certification, Local 468 sent a notice to Clancy's to begin collective bargaining. Before this, the management and employees of Clancy's had been negotiating for a wage increase. When the employees declined the management offer, Clancy's decided to discontinue certain lines of production, which decision involved reduction of staff engaged in that part of the operations.

After a complaint, the Board held a hearing on November 8, 1962, of which White Lunch Ltd. received no notice and, of course, was not affected by the Board's order of the same date. The Board ordered Clancy's to cease using coercion or intimidation to discourage membership in Local 468 and to reinstate two named employees and pay them a sum equal to wages lost by reason of discharge.

On November 24, the shareholders of Clancy's passed a special resolution for voluntary winding-up of that company and named a liquidator to distribute the company's assets among creditors and shareholders.

On December 7, the members of Local 468 lodged a complaint against Clancy's under Section 7 of the Labour Relations Act and demanded to be reinstated in their respective jobs and to be paid for the wages lost pending reinstatement. On the same day, the secretary of Local 468 and certain former employees of Clancy's began picketing the premises of White Lunch Ltd.

On December 10, White Lunch Ltd. began an action in the Supreme Court against Local 468 and certain former employees of Clancy's, Claiming, *inter alia*, an injunction against picketing and a declaration that the company was not an employer of the defendants.

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

On December 13, 1962, Mr. Justice Sullivan granted an interim injunction against picketing on the ground that the defendants were not employees of White Lunch Ltd. On December 19, Mr. Justice Lord reviewed the evidence and, on December 20, ordered the injunction to continue until trial, stating that White Lunch Ltd. was not the employer of the defendants and that there was no collective agreement between White Lunch Ltd. and the employees in question.

At the trial, pleadings in the action were closed on January 28, 1963. On February 1, while the court decision was pending, the Board gave notice that it would hold a hearing on February 13 to decide whether White Lunch Ltd. was the employer of members of Local 468. This was the very issue raised by the pleadings in the action still pending in the Court.

On February 13, the Board heard and considered the evidence that had been before Mr. Justice Lord, and reversed the Judge's findings. The Board deleted the name Clancy's Pastries Limited and substituted the name White Lunch Limited in the certification it had given to Local 468 on October 16, 1962. Also, the Board changed its orders of November 8, 1962 against Clancy's regarding discontinuance of intimidation and reinstatement with compensation for the lost wages of two employees, making them retroactively applicable to White Lunch Ltd., which was a stranger to the proceedings of November 8, was not represented there, and against whom no evidence had been given. Five days later, on February 18, 1963, Local 468 required White Lunch Ltd., as the new employer thus designated by the Board, to begin collective bargaining.

On March 21, the Board filed with the Registrar of the Supreme Court the orders it had made against Clancy's on November 8, 1962 (but which since February 13, had borne the name of White Lunch Ltd.) relating to payment of lost wages to two named employees. Since the filing, the orders acquired the effect of court judgments against White Lunch Ltd. by virtue of Section 7(5) of the Labour Relations Act.

The Board's notice of February 1, 1963 stating the purpose of its hearing on February 13, gave notice only of a request for changing the certification order of October 16, 1962. No notice was given of any application to make White Lunch Ltd. responsible for the financial obligations of Clancy's, a company which by then had ceased to exist.

In a motion for a writ of *certiorari*, White Lunch Ltd. attacked the validity of the Board's orders of November 8, 1962 and February 13, 1963.

In justifying the orders made against White Lunch Ltd., the Board relied upon the provisions of Ss. 62(8) and 65(1)(a) of the Labour Relations Act.

Section 62(8) provides: "The Board shall determine its own procedure, but shall in every case give an opportunity to all interested parties to present evidence and make representation."

Section 65(1)(a) reads as follows:

S. 65(1) If in any proceeding before the Board a question arises under this Act as to whether

(a) a person is an employer or employee; the Board shall decide the question, and its decision shall be final and conclusive.

Counsel for the Board argued that the Board, in exercising *quasi-judicial* functions under the Labour Relations Act, is supreme and "has the right to be wrong" and the Court has no power of review or correction of its mistakes in law or in fact. Mr. Justice Sullivan pointed out that the Board's infallibility becomes forfeited when it seeks to exercise powers not specifically, or by necessary implication, vested in it by the statute. In his opinion, that happened when the Board made orders of a retroactive nature whose effect would be to saddle White Lunch Ltd. (a stranger to the proceedings of November 8, 1962) with responsibility for the financial and other obligations of Clancy's which the Board thought existed during the corporate existence of Clancy's.

Further, Mr. Justice Sullivan noted that all of this was done without notice to White Lunch Ltd. of either the proceedings of November 8, 1962 or of the threat that on February 13, 1963 there were to be changes in the orders of November 8, 1962 against Clancy's by substituting the name of White Lunch Ltd.

The evidence before the Court showed that the shareholders of Clancy's decided to discontinue operations for economic reasons and dissolved the company by voluntary winding-up procedure. In this new situation, the provisions of S. 53 of the Act became relevant. Section 53 reads: "Nothing in this Act shall be interpreted to prohibit the suspension or discontinuance of operations in an employer's establishment, in whole or in part, for a cause not constituting a lockout."

With nothing to prove or suggest anything in the nature of a lockout, the Board, which on November 8, 1962 had made orders against Clancy's as employer, decided (without notice) on February 13, 1963 to designate retroactively that someone other than Clancy's was the employer to which the former orders should apply.



In doing so, the Board relied upon the privative clauses of Section 65 of the Act and particularly subsection 3 (enacted in 1961), which provides as follows:

S. 65(3) The Board may, upon the petition of any employer, employer's organization, trade-union, or other person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or cancel any such decision or order, and for the purposes of the Act the certification of a trade union is a decision of the Board.

In addition, the Board relied on a number of authorities, particularly on *Labour Relations Board of B.C. et al. v. Oliver Co-operative Growers Exchange and Okanagan Federated Shipping Ass'n* (L.G., Feb. 1963, p. 146). Mr. Justice Sullivan ruled that the facts of the *Oliver Co-operative* case and others were easily distinguishable from the facts of the case at bar.

Further, Mr. Justice Sullivan noted that the issue whether White Lunch Ltd. was an employer or members of Local 468 its employees, was still pending before the Court for final determination. This was known to the Board prior to its orders of February 13 and the Board, by issuing these orders, acted in a manner to deny White Lunch Ltd. its legal right to have the Court decide whether or not it was ever the employer of the people concerned.

Mr. Justice Sullivan set aside the Board's orders of February 13, 1963, on the ground that the Board ruling amounted to a denial of natural justice and of constitutional justice because the Board's functions and authority could begin only upon the establishment of a master and servant relationship—the issue that had been pending before the Court for adjudication. *Regina v. Labour Relations Board (B.C.) ex parte White Lunch Ltd.* (1964), 42 D.L.R. (2d), Part 5, p. 364.

### Ontario High Court . . .

**... rules Labour Relations Board has power to decide objections to its jurisdiction**

On November 30, 1963, Mr. Justice Haines of the Ontario High Court, in proceedings for *certiorari* and prohibition to prevent the Labour Relations Board from determining the question of its jurisdiction to entertain a certification application, ruled that the Board has the right and duty to decide objections to its jurisdiction and then to proceed with the application for certification.

The International Brotherhood of Teamsters applied to the Ontario Labour Relations Board for certification as bargaining agent for some of the employees of Armstrong Transport. The Company submitted

that its undertaking was excluded by Section 92 (10)(a) of the B.N.A. Act from the jurisdiction of the Province of Ontario and therefore the Ontario Labour Relations Board had no jurisdiction to entertain the application.

Counsel for the Company, relying on the ratio in *R.v. Ontario Labour Relations Bd., Ex. p. Ontario Food Terminal Bd.* (L.G., Oct. 1963, p. 909), submitted that upon the raising of the issue of jurisdiction, the Board ought to have postponed the hearing until the Company had obtained a decision of the Supreme Court of Ontario as to whether the Board had jurisdiction to entertain the application for certification. The Board did not accept this submission and held that it had jurisdiction and indicated its intention to proceed with the application.

Without waiting for the conclusion of the proceedings before the Board, the Company applied for *certiorari* and prohibition.

Mr. Justice Haines stated that the only issue argued before him was whether the Board was right in dealing with the objection to its jurisdiction. He held that the *Ontario Food Terminal* case was *obiter* [incidental] and inconsistent with other decisions.

Relying on the decision of the Chief Justice of the Ontario High Court in *R.v. Ontario Labour Relations Bd., Ex. p. Taylor* (L.G., May, p. 410), Mr. Justice Haines ruled that the Ontario Labour Relations Board had the right and duty to entertain and deal with an objection to its jurisdiction when it was raised. Having decided it had jurisdiction, the Board should then proceed with the application for certification. When the application has been dealt with, a party, if aggrieved by the ruling of the Board as to jurisdiction, may apply to the Court by way of *certiorari* and for such relief as may seem appropriate. He held that any other procedure would hamper the operations of the Board and defeat the purposes of the statute, one of which is the expeditious settlement of labour matters.

Further, he stated that to allow the interruption of a hearing before the Board in order to have the Court determine a collateral matter would defeat the purpose of the legislation.

Mr. Justice Haines dismissed the Company's application as premature and stated that a further application after the Board has dealt with the matter of certification was not prejudiced. *Re Armstrong Transport and Ontario Labour Relations Board* (1964) 42 DLR (2d), Parts 3 & 4, p. 217.

## Ontario High Court . . .

**...grants injunction against picketing by wildcat strikers and others aware of order**

On November 30, 1963, Mr. Justice Stewart of the Ontario High Court granted *Quia timet*\* injunction restraining picketing at the premises of the Algoma Steel Corporation, Limited, in Sault Ste Marie, Ont., not only against the wildcat strikers named in the application, their agents, servants and persons acting under their instructions, but also against any person having notice of the injunction order.

The company sought an injunction to prohibit several of its employees involved in a wildcat strike from picketing its operations. Other members of the same union and members of other unions refused to cross the picket line and as a result the company suffered substantial damages. The union disclaimed any responsibility for the action of the wildcat strikers and assumed the role of mediator between the company and the striking employees. Before the injunction was granted, the employees named in the application ceased to picket, and at the hearing undertook to refrain from further picketing.

Mr. Justice Stewart noted that in such a case the granting of an injunction might seem unnecessary and harsh. He stated, however, that the involved union members had followed a pattern which is novel, ingenious, and of increasing frequency.

He described the pattern as follows: after a dispute arises between an employer and his employees, a few of the employees, without regard to the law concerning labour disputes, stop work and set up a picket line.

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\* *quia timet* (because he fears)—an action by which a person may obtain an injunction to prevent or restrain some threatened act being done which, if done, would cause him substantial damage, and for which money would be no adequate or sufficient remedy (P.G. Osborn, A concise Law Dictionary, Fourth Edition, 1954, at p. 279).

Their union disclaims any responsibility for the strike and the officers of the union state that they are unable to control the striking members. The picket line, however, is honoured by other members of the same union and by members of other unions. The union officials attempt to act as mediators but carefully refuse to represent the union as such, and claim that they are unable to persuade the individual strikers to refrain from picketing or to return to work or to fulfil other contractual responsibilities owed to the employer. In order to stop the picketing, the employer applies for an injunction which names the actual picketers, and at this time the picketing ceases. The injunction, when granted, affects only the individuals named and not the union, which disclaims any guilt for the improper picket lines. The picketing is usually recommenced shortly after the injunction is granted, but by another group of employees not affected by the injunction.

Mr. Justice Stewart was unable to find instances in which a *quia timet* injunction was granted in labour matters. He said, however, that problems presented by new situations have never been found insuperable by the law and, indeed, "the genius of the common law has always been that remedy should follow need and that formation never stultify justice".

He held that if an employer has suffered damages through picketing by "wildcat" strikers and establishes that renewed picketing would cause further damages, an injunction should be granted until the trial of the action or until the conclusion of conciliation proceedings, whichever shall first occur. He therefore granted the *quia timet* injunction, which covered not only the named employees, their agents, servants, and persons acting under their instructions, but also any other person having notice of the order. *Foundation Co. of Canada Ltd. v. McGloin et al.* (1964) 42 DLR (2nd), Parts 3 & 4, p. 209.



# Recent Regulations, Federal and Provincial

*Manitoba sets higher minimum rates for a few construction occupations. New federal safety rules for ships are issued*

New regulations under the Canada Shipping Act amend requirements for liquefied petroleum gas systems and for fire detection and extinguishing equipment on ships.

In Manitoba, a new fair wage schedule for construction workers sets higher minimum rates for a few occupations in the Winnipeg zone.

## FEDERAL

### Canada Shipping Act

#### *Liquefied Petroleum Gas Systems*

New Liquefied Petroleum Gas Regulations have been issued under the Canada Shipping Act, applicable to all ships required to be inspected by that Act. Gazetted on April 8 as SOR/64-121, they replace SOR/55-33.

Liquefied petroleum gas systems are not permitted on passenger ships unless they were installed prior to January 1, 1955. Systems installed before that date may continue to be used if they comply with the regulations.

The regulations prescribe standards for the construction, testing, marking and maintenance of the cylinders in which the gas is stored and handled on a ship, and require gas-burning appliances and related apparatus to be tested and approved by recognized testing laboratories.

When a gas-burning system is to be installed on a ship more than 80 feet in length, plans must be submitted to the Board of Steamship Inspection. In all cases installations are to be made in accordance with the regulations and to the satisfaction of the Board's inspector.

#### *Fire Detection and Extinguishing Equipment*

Amendments to the Fire Detection and Extinguishing Equipment Regulations for ships issued in 1956 also were issued under the Canada Shipping Act and gazetted on April 8 as SOR/64-123.

These regulations prescribed fire detection measures, fire alarm systems and extinguishing equipment conforming to specific standards for different classifications of ships and provided for submission of plans and for the inspection of such equipment.

Changes have been made in the classification of ships for the purposes of the regulations, the inspection requirements, and some of the standards, particularly with respect to sprinkler systems.

## PROVINCIAL

### British Columbia Hours of Work Act

A new regulation under the British Columbia Hours of Work Act states that the working hours of deliverymen in the baking industry may exceed 8 in the day but, subject to the exceptions provided in the Act, weekly hours may not exceed 44. Previously, the weekly limit was 48 hours.

The new order, B.C. Reg. 47/64, was gazetted April 2 and went into force on April 6.

### Manitoba Fair Wage Act

In Manitoba, the annual fair wage schedule fixing minimum wages and maximum hours at straight-time rates for certain construction workers was gazetted as Man. Reg. 30/64 on April 25. It is to remain in force from May 1 until April 30, 1965.

Most of the rates are the same as in last year's schedule, except for a few in the Greater Winnipeg area. There were no changes in the hours provisions.

In line with former practice, the fair wage schedule is again divided into two parts. Part I applies to private construction work within the Greater Winnipeg Water District or private construction work costing more than \$100 in a city or town with a population of more than 5,000, or in any other part of the province designated by the Lieutenant Governor in Council, and to public works authorized by the Minister of Public Works. Part II applies to public highway, road, bridge or drainage construction projects outside the city of Winnipeg.

Part I of the schedule again contains two sets of minimum rates, Zone "A" rates and Zone "B" rates. They cover 27 occupational categories, including licensed tradesmen, labourers, machine operators, truck drivers and watchmen.

Zone "A" rates, which except in a few cases are higher than Zone "B" rates and are for the most part based on a 40-hour week, apply to public and private construction work in Greater Winnipeg and within a 30-mile radius.

Zone "B" rates, which, with one exception, are based on a 48-hour week, apply to public construction work outside Winnipeg and to private construction work in places with a population of more than 5,000 (Brandon, Dauphin, Flin Flon and Portage la Prairie).

*(Continued on page 514)*

# Monthly Report on Operation of the Unemployment Insurance Act

*Total of claimants for unemployment insurance benefit at end of March was lower by 10,000 than total at end of February*

Claimants for unemployment insurance benefit numbered 597,300 on March 31. This total was about 10,000 fewer than the total of 607,100 on February 28 and 88,000 fewer than the figure of 685,300 on March 29, 1963.

The decline during March occurred among regular claimants; the number of seasonal claimants increased. Such an increase is usual at this season of the year.

The exhaustion of seasonal benefit from the end of February onward reduces the number of claimants for such benefit but this is offset by the fact that claimants exhausting regular benefit automatically become eligible for seasonal benefit.

As employment opportunities open up in March and claimants return to work, the number claiming regular benefit diminishes, and this usually offsets the influx of new cases. It was estimated that about 100,000 regular claimants ceased to claim during March and returned to work. A large proportion of the 30,000 seasonal benefit claimants who withdrew from claim, however, did so because they had used up their benefit.

Males accounted for 78 per cent of the total claimants at the end of both February and March. This ratio applies, however, only to those who began to claim during the past six months, the ratio being substantially lower for those who began to claim earlier. These ratios are associated with the large variation in claims from males from one season to another. Many of the males have come on claim since December 1.

As a proportion of total claims, those from males have remained constant at 78 per cent since December 31, 1963. The widest variation in the proportion of males was among those on claim for from 14 to 26 weeks: in December, males in this group made up 57 per cent of the claimant total, in January 62 per cent, in February 68 and in March 79 per cent.

The proportion of claimants for seasonal benefit on March 31 was about 30 per cent, slightly higher than in February but the same as a year earlier.

## Initial and Renewal Claims

Initial and renewal claims filed during March numbered 182,300, compared with 171,600 in February and 195,900 in March 1963. If claims on behalf of persons seeking re-establishment of credit are omitted, the remainder of 136,000 in each of these months represents new cases.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in March was estimated to be 537,800, compared with 503,500 in February and 589,700 in March 1963.

Payments during the month totalled \$53,600,000, compared with \$50,100,000 in February and \$61,300,000 in March 1963.

The average weekly payment was \$24.90 in March, \$24.89 in February and \$24.75 in March 1963.

## Insurance Registrations

On March 31, insurance books or contribution cards had been issued to 5,196,459 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 338,379, an increase of 259 since February 29.

## Enforcement Statistics

During March, 9,682 investigations were conducted by enforcement officers across Canada. Of these, 6,069 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 505 were miscellaneous investigations. The remaining 3,108 were investigations in connection with claimants suspected of making false statements to obtain benefits.

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In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.



Prosecutions were begun in 183 cases, 63 against employers and 120 against claimants.\*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,651.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in March totalled \$27,857,786.30\* compared with \$28,923,696.56 in

February and \$28,365,629.94 in March 1963.

Benefits paid in March totalled \$53,550,596.06\* compared with \$50,127,421.02 in February and \$61,300,599.60 in March 1963.

The debit balance of the Fund on March 31 was \$4,001,329.77\*; on February 29 there was a credit balance of \$21,691,479.99, and on March 31, 1963 a credit balance of \$6,507,869.81.

## Monthly Report of Placement Operations of the NES

A total of 104,400 placements during April, the largest number ever recorded for that month in the postwar period, was reported by local offices of the National Employment Service. This exceeded the April 1963 total by 22.3 per cent, and was 9.8 per cent above the previous peak reached in April 1962.

Most of the rise was concentrated in the male sector. In all, 75,100 men were placed in employment, compared with 59,000 in April last year. More than half of the increase in placements was in the Quebec region, and this partly reflected a high level of activity on projects under the winter works incentive program.

The number of women placed in employment also increased in April. Female placements totalled 29,300, which was an increase of 11.0 per cent over the number in the same month last year and a reversal of the trend of year-to-year decreases that had been in evidence for the previous 13 months.

In both the male and female sectors the main increases were in placements in regular rather than casual employment.

Some 3,800, or 3.7 per cent of the placements effected during April involved the movement of workers from one local office area to another. Although numerically these placements were slightly greater than in April last year, they represented a smaller proportion of total placements.

\* These do not necessarily relate to the investigations conducted during this period.

Placements in the first four months of 1964 reached a total of 319,300. This was 9.6 per cent more than for the first four months in 1963 and only fractionally lower than in 1962.

Regional distribution of placements in April and for the first four months of 1964, and percentage changes from April 1963 and from the first four months of 1963, were:

	<i>April 1964</i>	<i>Four Months ended April '64</i>
Atlantic	6,800 +32.5	22,000 +12.2
Quebec	35,500 +43.0	104,400 +20.2
Ontario	33,500 + 6.8	108,100 + 0.2
Prairie	19,000 +13.8	55,000 + 8.4
Pacific	9,700 +30.4	29,800 +13.9
CANADA	104,400*+22.3	319,300*+ 9.6

\* Imbalances in totals are due to rounding.

Employers notified local offices of 138,800 vacancies during April, 19.0 per cent more than in the same month last year. Vacancies for men numbered 95,300, or 22.9 per cent more than last April; and vacancies for women numbered 43,600, an increase of 11.3 per cent.

The cumulative total of vacancies for the first four months of 1964 was 424,300—the largest number recorded during this period since 1947.

\* All totals for March 1964 are taken from an interim statement and are subject to amendment.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2312, Feb. 5, 1964

**Summary of the Main Facts:** A labour dispute over the signing of a collective bargaining agreement culminated in a stoppage of work when 145 members of the union took strike action at 11.30 p.m. on September 16, 1963. Picket lines were set up at the refinery but nevertheless 96 of the 241 employees resumed their regular shift on September 17 and continued to work thereafter.

In addition, 27 employees of a construction firm were employed at the refinery on maintenance work, and 13 employees of another construction company were also employed there under the direct supervision of the refinery staff. These 40 employees were not members of the striking union but some were members of other unions, and some were not members of any union. The 40 employees stopped work on September 17 to respect the picket line set up by the refinery workers' union.

Claimant A made a claim for benefit on September 30, stating that his last work was September 16 as a labourer at the refinery with the construction company employed on maintenance. He gave the following reason for his separation from employment:

Left voluntarily. There is a strike at the refinery. I was told not to return to the shop by some of the striking union members. [Employer] told me that there was work for me at the refinery if I wished to go in. It was my own decision not to cross the picket line. I am not a member of any union.

A second claimant was employed as a welder by the same contractor at the same refinery. He gave the following reason for his separation:

Left voluntarily. The strikers at the refinery are picketing and I refused to cross the picket line. I am a member of [union]. I had no instructions from my union regarding the strike. It was my own decision not to cross the picket line.

This case was decided by the board of referees in a separate decision the same date, but as the circumstances are similar, the insurance officer submitted that the two cases might be joined in this appeal.

On September 17 the employer of the two claimants issued a notice advising all its employees working at the refinery that work was available to them and that those employees who did not continue to work would be considered to have voluntarily terminated their employment. Further to this notice, the

employer, on September 26, issued a second notice advising the employees that they were permitted to enter the refinery premises for the purpose of working, and those employees who reported for work prior to September 28 would remain eligible for employment with the company.

Then on October 2, the employer, by means of Form 479 (Confirmation of Separation), supplied the following information: 'Workmen do not wish to cross picket line at I—Ltd., where work is said to be available.'

The insurance officer disqualified the claimant under section 63 of the Act as he considered that the claimant has lost his employment by reason of a stoppage of work attributable to a labour dispute, at the premises where he was employed, and had failed to prove the requirements of section 63(2), particularly with respect to participation.

The board of referees found that the claimant was not subject to disqualification under section 63 but was disqualified under section 60 for having voluntarily left his employment. The board further expressed the opinion that the claimant did not participate in any strike at the refinery and did not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage was taking place and were participating in, financing, or directly interested in the dispute.

In his appeal, the insurance officer said: "The board appears to have based its decision largely on a consideration that the claimant does not belong to any union in the case of [claimant A] and on a consideration that the employer's notice of September 17 amounted to a discharge, in the case of [claimant B].

"It is submitted that the board of referees erred in allowing the claimant's appeal from the decision of the insurance officer disqualifying him under section 63 of the Act."

The insurance officer's grounds for appeal read:

It is submitted that the board's decision and reasoning are in error.

Section 63(1) provides a disqualification in any case where a claimant has lost his employment by reason of a stoppage of work attributable to a labour dispute at his place of employment. In this case, it is quite clear from the evidence provided by the claimant and his own employer that the claimant lost his employment by reason of a stoppage of work



attributable to a labour dispute at the premises where he was employed. The fact that the claimant was not an employee of the employer involved in the dispute is not a material factor, since the claimant was employed at the premises where the dispute and the stoppage of work occurred and he cannot be deemed employed in separate premises under section 63(3) because the maintenance of a refinery is obviously not a separate branch of work commonly carried in premises separate from the refinery. The claimant is therefore subject to disqualification unless he proves that he fulfilled the conditions of relief under section 63(2) of the Act.

It is established jurisprudence that a claimant's refusal to cross a picket line constitutes *prima facie* evidence that he is "participating" in a labour dispute within the meaning of that work in section 63(2) of the Act.

In the present case the evidence clearly indicates that it was the claimant's own decision not to cross the picket line, to continue doing the work which was still available to him, thereby constituting a voluntary withdrawal of labour and as a consequence he became a participant in the labour dispute that caused the stoppage of work (CUBs 1591, 1615, 1623, 1682, 1686, 1906 and 2107).

The notices issued by the employer to his employees do not constitute satisfactory evidence that the claimant's unemployment is not by reason of the stoppage of work attributable to the labour dispute, as this is a device which is not infrequently used by employers in labour disputes to influence the workers to return to work. The board considered the notice dated September 17 but failed to take into consideration the fact that a further notice was issued on September 26 and that even as late as October 2, the employer stated that work was said to be available for the claimant at the refinery (CUBs 531, 570, 571A, 641, 1514 and 1788).

The fact that [claimant A] is not a member of the union is irrelevant (CUB 526).

**Considerations and Conclusions:** The facts of this case are not in dispute, and the law and jurisprudence which apply in cases of this kind are as stated by the insurance officer in his appeal to the Umpire.

I consequently decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

This decision shall apply, *mutatis mutandis* (with appropriate changes), to the other claimant whose case has been joined by the insurance officer in this appeal.

## Decision CUB 2315, Feb. 26, 1964

(Translation)

**Summary of the Main Facts:** The claimant, married, filed an initial application for benefit on September 13, 1963, and was registered for employment as a sewing-machine operator, as which she had worked from March 2, 1962 to July 26, 1963. She stated:

I left my employment in order to get married and follow my husband (who belongs to the army) to P—. Travelling and taking a rest. Capable of and available for work since September 8, 1963. No children.

On September 13, the claimant refused to apply for an employment as a sewing-machine operator at Québec to which she had been referred by the local office. It was a regular employment involving a 44-hour week and an eight-hour working day.

The place of employment was an hour away from her home, by bus; bus fares amounted to 75 cents for a return ticket. Hourly rate of pay was 64¢ and, according to the employment officer, the prevailing rate of pay in the district for this type of employment was reported to range from 63¢ to 99¢ an hour.

The claimant's reason for non-acceptance was:

I am not interested by the job because it is too far; my husband comes for lunch and I have to prepare meals. My husband starts to work at half past one and I have to be there.

The local office commented:

There is no lingerie factory in the claimant's locality. On the other hand, means of transportation are numerous and easy between P— and Quebec and factories are situated within a few steps from the station.

On September 25, the insurance officer disqualified the claimant from receipt of benefit from September 8 to October 19, inclusive, because she had, without good cause, refused to apply for a suitable employment (section 59 of the Act). On September 25 also, the insurance officer disqualified the claimant from receipt of benefit from September 8 because, in his opinion, she had failed to prove she was available for work and because she had made such reservations to her acceptance of employment that her chances to get a job under those conditions were practically non-existent (Section 54(2)(a) of the Act.)

On October 1, the claimant appealed to a board of referees, and stated:

... I lived in S— and worked at W— Inc. I worked there about a year and a half. I was compelled to leave when I got married and I had to follow my husband because he lived in P— due to his employment.

I would like to get a job in P— where I am now living. I am quite willing to work in Quebec, but I will be working for my bus fares only since I will be travelling by bus three times a day, that is, morning, noon and night; it is not worth while. It is not my fault if there is no lingerie factory in P—.

The claimant was neither present nor represented when the board of referees met in Quebec to hear the case on October 25. The board, after having noted that the claimant had not adduced any new fact to support her appeal and that she had reiterated her intention to work only at P—, upheld by a unanimous decision both decisions of the insurance officer.

On October 29, the claimant wrote:

It has been written in the letter that I refused an employment. Well, it's not true: I asked for employment in P—because I was unable to work in Quebec, due to the fact that I had to be home at noon to prepare meals for my husband. So, I wish to appeal to the board of referees. If you want to give me a job, I must get \$40 a week. That is the pay I got when I was compelled to leave and left my employment in S— in order to live with my husband in P—.

On December 18, the claimant stated again:

... Fitting sleeves on babies' dresses, size 1 to 6, is what I would like to do. It is the type of work I was doing before getting married. I earned between \$40 and \$48 a week. If there is no such job in P—, give me something else in the same city. I do not want to work in Quebec because I would be working for my bus fares and meals only. Then, give me any type of work, provided it is in P—.

On December 24, the employment officer submitted the following additional information:

There is no opportunity of employment in P—. There is no such factory in that locality. Most of the residents of P— work in Quebec. Transportation is easy and fares are \$2.50 for 10 trips, or 55¢ for a return trip.

On December 30, the claimant, answering an inquiry from the local office, replied:

I called at the factories of P—. I thought they were assembling babies' dresses. I was not hired because I was not the right person. I want to get an employment in my usual occupation of sewing-machine operator. I live in P— and I want to work there. I cannot afford the cost of transportation to Quebec for an employment. If you consider that I should work in Quebec, it is up to you to pay for my getting back home at noon because my husband has lunch at home every day ...

The claimant appealed to the Umpire on November 7, 1963. Leave to appeal to the Umpire was granted by the president of the board of referees, in the following terms:

As to the decision under section 54(2) of the Act only. Is the reasonable period referred to in the insurance officer's decision and the board of referees' decision, from July 26 to

September 8, 1963, long enough to be determined as such and to establish that the claimant was not available.

In a letter dated January 28, 1964, the claimant repeated the same arguments as she had submitted previously.

**Considerations and Conclusions:** The employment which the claimant refused or failed to apply for was in her usual occupation and the rate of pay was the prevailing one in the district. As it has not been proven that the conditions were less favourable than those observed by good employers, the employment was a suitable one.

On the other hand, the claimant refused on strictly personal grounds, which, according to established jurisprudence, does not constitute "good cause" within the meaning of section 59(1) of the Act. I consequently decide to confirm the decision of the board of referees on that point.

With regard to the claimant's availability for work, the record contains abundant proof that the claimant had no chance of obtaining employment at the conditions she had laid down. The Umpire has several times expressed the view, namely in decisions CUBs 1781, 1891 and 1998, that a claimant must adapt himself to the requirements of the labour market if he wants to prove his availability for work as required by section 54(2(a) of the Act. The claimant not only did not comply with that rule, but she also placed other limitations as to the wages and the type of work she was prepared to accept.

As, on the other hand, opportunities for employment in P—, due to the conditions laid down by the claimant, were non-existent, there was no reason to allow her any time to look for employment in that locality. Therefore, she was rightly disqualified under section 54(2(a) of the Act.

I consequently decide to confirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

## Progress in Rehabilitation

*(Continued from page 484)*

but 449 had received some form of vocational training. In carrying out their rehabilitation plan, 1,241 undertook vocational training for a wide variety of occupations.

**Age and Sex**—More than 50 per cent of those rehabilitated during 1963-64 were under 30 years of age, many of them new entrants into the labour force. Slightly more than half are women.

### Percent in Age Groups

	1957-58	1963-64
Under 20 years	8	12
20 to 29 years	40	41
30 to 39 years	23	19
40 to 49 years	14	14
50 to 59 years	8	9
60 years and over	7	5



## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded during April

#### Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 278 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 132 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 129 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, St. Lawrence Seaway Authority and the Departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Agriculture .....	1	\$65,906.18
Post Office .....	12	362,628.66
Royal Canadian Mounted Police .....	2	36,257.04
Transport .....	2	34,295.26

The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during April

During April the sum of \$1,385.06 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 34 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during April

### DEPARTMENT OF AGRICULTURE

*Near Hillspring Alta:* Cunningham & Shannon Ltd, construction of drainage tunnel, Waterton Dam, St Mary Project.

### ATOMIC ENERGY OF CANADA LIMITED

*Pinawa Man:* Manitoba Bridge & Engineering Works, construction of combined steel stack & tank, Whiteshell NRE.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Chateauguay Que:* Nazalpino Construction Ltd, completion of mortgage insurance fund houses. *Montreal Que:* Dominion Landscapers Construction Ltd, landscaping maintenance, Terrasse Belleville, Terrasse St Michel, Pie IX & Rosemount; Dominion Landscapers Construction Ltd, landscaping maintenance, Park Royal, Place Benoit, Villeray Terrace, Benny Farm, Place St Louis & Jacques Cartier Holdings; Dominion Landscapers Construction Ltd, landscaping maintenance, Le Domaine, Pavillon Mercier, St Georges Gardens & Place Gouin; Laurentian Landscape Ltd, landscaping maintenance, Cloverdale Park & Delmar Court. *Galt Ont:* R H Barnsley, landscaping for 52 semidetached housing units (FP 3/62). *Sudbury Ont:* Fontaine Nursery Farms Ltd, landscaping for 88 housing units (FP 2/58).

In addition, this Corporation awarded 25 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*File Hills Qu'Appelle Indian Agency Sask:* Balzer's Plumbing & Heating Ltd, renovations to mechanical services (Phase II), Qu'Appelle IRS. *Terrace Indian Agency B C:* Thompson Construction Co Ltd, construction of school & residence, Indian day school, Aiyansh.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Summerside P E I:* National Welding & Construction Corporation Ltd, construction of bulk fuel compound, RCAF Station. *Blandford N S:* McDonald Construction Co Ltd, construction of receiver bldgs, Naval Radio Station. *Longue Pointe Que:* Morin & Plante Co Ltd, reroofing of various bldgs, Ordnance Depot. *Valcartier Que:* Frs Jobin Inc, interior reconstruction for broadcasting facilities, staff receiver bldg, Camp. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior painting of 30 bldgs. *Rockcliffe Ont:* Burnley Contracting Co Ltd, interior painting of various bldgs, RCAF Station. *Trenton Ont:* John Leavitt Excavating & Grading, clearing & grubbing (Point Petrie), RCAF Station. *Rivers Man:* J Schettler Electric Ltd, ceilometer & transmissometer installation, RCAF Station; Zenith Paving Ltd, repaving of streets & driveways, RCAF Station. *Cold Lake Alta:* Valere's Construction Co Ltd, construction of extension, etc, Athabaska School, RCAF Station. *Boundary Bay B C:* Madig Construction Ltd, construction of 65 storage sheds for PMQs, Vancouver Wireless Station. *Chilliwack B C:* Chapman-Long Construction Ltd, improvements to water supply, Camp.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

### DEPARTMENT OF DEFENCE PRODUCTION

#### (Construction)

*Summerside P E I:* Arnold Cameron, interior painting of PMQs & Hillcrest housing units, *Halifax N S:* Tasco Sheet Metal & Roofing Co Ltd, repairs to roof of shed, Bldg No S-14, HMCS Stadacona. *Camp Gagetown N B:* Gilfords Ltd, replacement of roofing panels & insulation of various bldgs. *Moncton N B:* Arthur Bourque, application of



masonry preservative to Bldg No 48, No 5 Supply Depot; Scott Wheaton Ltd, replacing flooring in drill hall, Bldg No 18. *Montreal Que*: Eagle Paving Co Ltd, resurfacing parade ground & installation of drainage pipe, No 4 Works Coy RCE, 6769 Notre Dame St East. *Quebec Que*: E Premont & Fils Enr, reroofing Bldg No 2, Artillery Park. *Camp Borden, Ont*: Mott Mfg Ltd, dismantling of wooden tank & installation of water storage tank, 13 "X" Depot. *Clinton Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of 45 PMQs, RCAF Station; Eastern Painting & Decorating Co, exterior painting of 13 bldgs & annexes Nos 112 & 118, RCAF Station. *North Bay Ont*: Standard Paving Ltd, repairs to pavement. *Uplands Ont*: Dibblee Construction Co Ltd, paving, RCAF Station. *Gimli Man*: Stan's Painting & Decorating, interior repainting of approx thirty PMQs, RCAF Station. *Edmonton Alta*: L F Wilson Construction Ltd, installation of tile around basement walls in PMQs, Griesbach Barracks. *Ralston Alta*: Bill's Painting & Decorating, exterior painting of various bldgs, Suffield Experimental Station; C Craats—C V Painters, interior painting of 38 married quarters, Suffield Experimental Station; D & H Construction Ltd, construction of concrete bases & installation of equipment, Suffield Experimental Station. *Comox B C*: Forsythe Decorating Co, interior painting of various bldgs, HMCS *Quadra* (Goose Spit).

In addition, this Department awarded 43 contracts containing the General Fair Wages Clause.

#### (Catering Services)

*Cornwallis N S*: Canada Catering Co Ltd, catering at HMCS *Cornwallis*.

### NATIONAL HARBOURS BOARD

*Saint John N B*: Westeel Products Ltd, replacement of dockside doors, sheds 2 & 3. *Montreal Que*: Bau-Val Inc, paving of wharves, Sections 49-51; Beaver Asphalt Paving Co Ltd, paving of wharf, Section 53.

### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Prince Edward Island National Park P E I*: Square-K Construction Ltd, construction of pumphouses for Dalvay Headquarters & Brackley Beach picnic area supply system.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Fort Garry Man*: Patrick Construction, construction of interceptor sewer from south boundary of University of Manitoba to Munster Street. *Port Coquitlam B C*: Arthur A Voice Construction Co Ltd, construction of pump lift station & laying of sewer trunks & laterals (Phase 1).

### DEPARTMENT OF PUBLIC WORKS

*Baie Verte Nfld*: Cameron Contracting Ltd, wharf reconstruction. *Carbonear Nfld*: Benson Builders Ltd, wharf repairs. *Charlottetown Nfld*: C C M Construction Co Ltd, construction of wharf. *Harbour Breton Nfld*: L G & M H Smith Ltd, extension to fish plant wharf. *Mary's Harbour (Labr) Nfld*: Twillingate Engineering & Construction Co Ltd, construction of wharf & shed. *North Harbour Nfld*: Pelley Enterprises Ltd, wharf reconstruction. *Portugal Cove South Nfld*: Wm A Trask Ltd, breakwater reconstruction. *Roddickton Nfld*: Gid Sacrey Ltd, wharf improvements. *St Lawrence Nfld*: Benson Builders Ltd, construction of seawall. *Sandy Cove Nfld*: Avalon Construction & Engineering Ltd, wharf reconstruction. *South Dildo Nfld*: Pelley Enterprises Ltd, wharf reconstruction. *Trepassey Nfld*: Cameron Contracting Ltd, wharf reconstruction. *Winterton Nfld*: Glen Construction Co Ltd, wharf reconstruction. *Cardigan P E I*: Donald A MacPherson Construction, construction of post office bldg. *Arisaig N S*: Stanley Reid, dredging & wharf repairs. *Comeau's Hill N S*: Leonard W Shaw, wharf repairs. *Fourchu N S*: Dan A MacLeod, wharf repairs. *Grand Desert N S*: Naugles Sand & Gravel Co Ltd, repairs to beach protection. *Halifax N S*: Standard Construction Co Ltd, construction of inflammable liquids bldg, Camp Hill Hospital. *Margaree Harbour N S*: Albert MacDonald, breakwater replacement. *New Waterford N S*: Stephens Construction Ltd, construction of RCMP detachment quarters. *Point Michaud N S*: Gerald Forgeron, breakwater repairs. *Port Hood N S*: Allan J MacDonald, construction of landing wharf. *Wallace N S*: Colin R MacDonald Ltd, harbour improvements. *Burnt Church N B*: Price Construction (1964) Ltd, wharf repairs. *Cocagne Cape N B*: Modern Construction Ltd, wharf repairs. *Richibucto N B*: Leo Le Blanc, wharf repairs. *Barachois de Malbaie Que*: Eddy Gauthier, construction of post office bldg. *Bouchette Que*: R Martel & Fils Enrg, construction of post office bldg. *Cap-aux-Meules Que*: J W Delaney Ltd, wharf repairs. *Chapais Que*: Jolicoeur & Ste Croix Ltee, addition & alterations to post office. *Charette Que*: Gilles Malo, construction of post office bldg. *La Reine Que*: Adelard Pelletier Inc, construction of public wharf. *Lauzon Que*: J A Y

Bouchard Inc, replacement of superheater tubes, Champlain Dry Dock. *Montreal Que:* Societe Sanitaire Laval Ltee, removal of garbage, ashes, etc from federal bldgs; Nation-Wide Interior Maintenance Co Ltd, cleaning interior of International Civil Aviation Organization Bldg, 1080 University St; Dufresne Engineering Co Ltd, construction of ice control structure, Canadian Universal & International Exhibition. *Portneuf Station Que:* Andre Douville, construction of post office bldg. *Quebec Que:* Chalifour & Langevin Inc, cleaning & heating, St Roch federal bldg, 68 Quebec East; Mercury Maintenance Services Ltd, interior cleaning, Customs Bldg. *Riviere Ouelle Que:* Raymond Girard, construction of post office bldg. *Ste Adelaide de Pabos Que:* Gilbert Gauthier, construction of post office bldg. *St Augustin Que:* P E Alain, construction of protection wall. *Saint Godefroi Que:* P Arthur Nadeau, construction of post office bldg. *St Magloire Que:* Henri Pelletier, construction of post office bldg. *St Mathias Que:* Boulais & Frere Inc, construction of post office bldg. *St Romuald (Garneau Beach) Que:* Arthur Simoneau, construction of protection wall. *St Vallier Que:* Lacroix & Bouchard, construction of protection works. *Sault au Mouton Que:* Francois Lapointe Inc, construction of post office bldg. *Senneville Que:* McNamara Quebec Ltd, construction of Fisheries Laboratory Bldg. *Tadoussac Que:* Francois Lapointe Inc, construction of post office bldg. *Ville LaSalle Que:* Electric Construction Ltee, construction of Postal Station Lachine. *Blind River Ont:* Nipissing Construction Co Ltd, wharf reconstruction. *Emeryville Ont:* Herbert Winch & Son, construction of post office bldg. *Goderich Ont:* Dean Construction Co Ltd, harbour repairs & improvements. *Lion's Head Ont:* Beachell Construction Co Ltd, construction of post office bldg. *Monkton Ont:* Beachell Construction Co Ltd, construction of post office bldg. *Ottawa Ont:* L Zuc-carini General Contractors Ltd, addition to Food & Drug Laboratory, Tunney's Pasture; Quebec Window & Interior Cleaning Co Ltd, cleaning interior, new UIC Bldg, Slater & Bay Streets; Modern Building Cleaning Service of Canada Ltd, cleaning interior, Mines & Technical Surveys, Administration Bldg, 588 Booth Street; Providence Plumbing & Heating Ltd, installation of liquid meter test equipment & piping, Standards Laboratory, Tunney's Pasture; K C Martin Construction Ltd, addition to Taxation Data Centre, Tunney's Pasture; Rowe Bros Co, alterations to 615 Booth Street, Sanco Ltd, cleaning interior, Confederation Bldg; Andrews Bros, installation of fatigue testing machines, 555 Booth Street; Canadian Ice Machine Co Ltd, revisions to computation room for Forest Products Physics Laboratory; Quebec Window & Interior Cleaning Co Ltd, cleaning interior, Radio-active Ores & Chemicals Laboratories, 555 Booth Street; DeLuxe Building Cleaning, cleaning interior, Plant Products Bldg, CEF; Providence Plumbing & Heating Ltd, alterations to washroom facilities, Royal Canadian Mint. *Prescott Ont:* G Crowe Construction, construction of Customs House. *Saskatoon Sask:* Modern Building Cleaning Service of Canada Ltd, interior cleaning of federal bldg. *Vancouver B C:* Hallcraft Construction Co Ltd, alterations to 4824 Fraser Street for RCMP; Stevenson Construction Co Ltd, alterations to 5th floor, Customs Bldg. *Hay River—Pine Point Road N W T:* Poole Construction Co Ltd, construction of superstructures over the Hay River.

In addition, this Department awarded 40 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*Various Locations Ont:* Vulcan Asphalt & Supply Co Ltd, application of mastic flooring in control rooms of 14 Welland Canal bridges. *Port Weller Ont:* H E Heighton & Son Ltd, installation of tubes & stay bolts in gate lifter boiler No 1, Welland Canal. *St. Catharines Ont:* H Cole Construction, demolition of Linwell Road Bridge abutments.

In addition, The St Lawrence Seaway Authority awarded three contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF TRANSPORT

*Charlottetown P E I:* Robert J Petrie Construction Ltd, extensions & modifications to VOR bldg for TACAN installation. *Halifax N S:* Western Plumbing & Heating Ltd, repairs to Air Terminal Bldg, International Airport. *Mill Village N S:* Howard A Reddy, excavation, backfilling, gravel & concrete work for Radome (Satellite Communication Ground Station). *Windsor Ont:* Mark Construction Ltd, relocation of VOR bldgs & services. *Medicine Hat Alta:* McCormick Electric Ltd, construction of MI lighting & related work, Air port. *Sidney B C:* Conniston Construction Co Ltd, landscaping the air terminal area, Victoria International Airport. *Norman Wells N W T:* McGregor Telephone & Power Construction Co Ltd, renovation & extension to electrical distribution system & related work; Huber Electric Ltd, installation of MI runway lighting & LI lighting, etc. *Watson Lake Y T:* Yukon Construction Co Ltd, rehabilitation of water & sewer system & related work, Airport.

In addition, this Department awarded 16 contracts containing the General Fair Wages Clause.



## PRICE INDEX

### Consumer Price Index, May 1964

The consumer price index (1949=100) for May was 135.0, unchanged from April but 2.0 per cent higher than the May 1963 index of 132.3.

Between April and May, decreases in the food, clothing and transportation indexes offset increases for housing, health and personal care, recreation and reading, and tobacco and alcohol.

The food index declined 0.5 per cent to 131.2 from 131.8. Prices for fresh fruits and vegetables, powdered skim milk, bread, flour, cake mix, sugar, coffee, and some cuts of beef and fresh pork increased. Lower prices were reported for eggs, tea bags, pickles, some seasonal vegetables, cured pork, veal and chicken.

### Rents Higher

The housing index rose 0.4 per cent to 138.3 from 137.8. Higher prices for both rent and home-ownership moved the shelter component, but in the household operation component, slightly higher prices for furniture, floor coverings and household supplies were balanced by lower prices for textiles and utensils and equipment.

The clothing index declined 0.3 per cent to 118.7 from 119.1 as a result of sales in men's and women's wear and piece goods. Prices for children's wear and footwear were slightly higher.

The transportation index decreased 0.3 per cent to 142.4 from 142.8, reflecting scattered lower prices for new cars and lower train fares. Prices for gasoline and motor oil increased in a few cities.

The health and personal care index advanced 0.5 per cent to 167.3 from 166.5. Higher prices were reported for some personal care supplies, men's haircuts, and women's hairdressing.

The recreation and reading index increased 0.3 per cent to 151.5 from 151.0. Higher prices for motion picture admissions, camera film, bicycles and toys moved the recreation component, and higher prices for newspapers caused a slight increase in the reading component.

The tobacco and alcohol index was up 0.6 per cent to 120.2 from 119.5, mainly as a result of higher prices for beer and liquor in the Maritimes.

Group indexes in May 1963 were: food 128.3, housing 136.0, clothing 115.6, transportation 140.6, health and personal care 162.6, recreation and reading 148.8, and tobacco and alcohol 117.8.

### City Consumer Price Indexes, April 1964

Consumer price indexes (1949=100) rose between March and April in eight of the ten regional cities.

Increases ranged from 0.1 per cent in Montreal and Toronto to 0.4 per cent in Vancouver. The index for St. John's declined 0.1 per cent and the Saint John index was unchanged.

Food indexes were higher in six cities, lower in three cities and unchanged in one city. Housing indexes moved up slightly in seven cities and showed no change in the other three. Clothing indexes registered increases in eight cities and remained unchanged in two. In five cities the transportation indexes were lower, and in the other five were constant. There were increases in the health and personal care indexes for nine cities; the tenth held steady. Indexes for recreation and reading fell in eight cities and rose in two. The indexes for tobacco and alcohol were higher in three cities but unchanged in the other seven.

Regional consumer price index point changes between March and April were as follows: Vancouver +0.5 to 132.6; Ottawa +0.4 to 135.9; Saskatoon-Regina +0.4 to 129.3; Winnipeg +0.3 to 132.0; Halifax +0.2 to 131.8; Montreal +0.2 to 134.7; Toronto +0.2 to 136.6; Edmonton-Calgary +0.2 to 128.0; St. John's -0.1 to 120.3\*. Saint John remained unchanged at 134.3.

### Wholesale Price Index, April 1964

Canada's general wholesale index (1935-39=100) in April was 245.6, unchanged from March and 1.2 per cent above the April 1963 index of 242.8. Six major group indexes advanced and two declined.

The non-ferrous metals products group index increased 1.3 per cent to 204.1 from 201.5, and the iron and steel products group index of 255.4 was 0.2 per cent above the 255.0 the previous month. The animal products group and the textile products group indexes moved up 0.1 per cent, animal products to 249.5 from 249.3 and textile products to 249.9 from 249.6. Other major group indexes that rose in April were the chemical products group, to 190.2 from 190.1, and the wood products group, to 331.0 from 330.9.

The vegetable products group index of 226.0 was 0.7 per cent below the March index of 227.7 and the non-metallic minerals products group index dropped 0.5 per cent to 190.5 from 191.5.

*The index of Canadian farm product prices at terminal markets (1935-39=100) eased 0.1 per cent from 215.1 to 214.9 in*

\*On base June 1951=100.

the four-week period ending April 24. The animal products index moved down 0.5 per cent from 264.5 to 263.2, and the field products index rose 0.5 per cent from 165.7 to 166.5.

#### **U.S. Consumer Price Index, April 1964**

The United States consumer price index (1957-59=100) rose 0.1 per cent to 107.8 in April, a record, from 107.7 in March. The index in April 1963 was 106.2.

The index has risen two tenths of a point since December. In the same period last year, it went up four tenths of a point.

Higher prices for most consumer services, used cars and apparel were responsible for the rise in April. Part of the increase was caused by a rise in hotel and motel prices in and around New York City, presumably because of increased demand during the New York World's Fair.

#### **British Index of Retail Prices, March 1964**

The British index of retail prices (Jan. 16, 1962=100) rose to 105.2 in mid-March from 104.8 in mid-February. The March 1963 index was 103.7.

The food group index rose to 105.8 from 105.4.

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### **Recent Regulations**

*(Continued from page 503)*

As indicated above, only a few of the Zone "A" rates were increased. The rates for electrical workers in Zone "A" were increased by 10 cents to \$2.90 an hour for licensed journeymen and to \$1.95 an hour for helpers with two or more years of experience. The rate for journeymen lathers was increased from \$2.65 to \$2.85 an hour. The minimum for journeymen sheetmetal workers in Zone "A" is now \$2.60 an hour.

Rates in Zone "A" range from \$3 an hour for journeymen in the plumbing, pipe-fitting and steamfitting industry to \$1.05 an hour for watchmen and flagmen.

Rates in Zone "B", which are unchanged, range from \$2.90 an hour, the minimum for bridge and structural ironworkers, to \$1.05 an hour for watchmen and flagmen.

The rates in Part II, the section governing highway, road, bridge or drainage construction work outside Winnipeg, again range from \$2.15 an hour for carpenters to \$1 an hour for watchmen and flagmen. The most common rate is \$1.40 an hour and is the minimum wage payable to truck drivers and operators of certain types of tractors. The minimum for labourers remains \$1.35 an hour.

### **Seventh Session, ILO Committee**

*(Continued from page 491)*

The Committee's conclusions listed a number of suitable measures to avoid idle resources and to combat several types of unemployment, namely cyclical, intermittent and seasonal unemployment. They gave examples of measures making it possible to continue building throughout the year thus avoiding fluctuations during wintertime.

Delegates came from Argentina, Australia, Austria, Brazil, Canada, Chile, Denmark, Finland, France, Federal Republic of Germany, India, Israel, Italy, Japan, Morocco, Mexico, Norway, The Netherlands, Poland, Sweden, Switzerland, United Arab Republic, United Kingdom, United States and the U.S.S.R.



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 188

## Annual Reports

1. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Summary of Business Activity in British Columbia, 1963; an Annual Survey of Economic Conditions with a Statistical Supplement for the Years, 1953-1963*. Victoria, 1963. Pp. 54, 26.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. Twelfth edition, April 1963, Ottawa, Queen's Printer, 1963. Pp. 83.

"The main purpose of this publication . . . is to provide basic information for persons who are considering emigration to Canada." Contents: Population and Employment. Finding a Job. Wages, Salaries and Earnings. Working Conditions. Education and Training. Living Standards. Social Welfare Services. Government.

3. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twenty-second Annual Report, Fiscal Year ending March 31, 1963*. Ottawa, Queen's Printer, 1964. Pp. 87.

4. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Sixth General Report on the Activities of the Community, 1 May 1962-31 March 1963*. Brussels, 1963. Pp. 317.

Edition française: Sixième rapport général sur l'activité de la Communauté, 1er mai 1962-31 mars 1963. Pp. 356.

5. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Annual Abstract of Statistics, No. 100, 1963*. London, HMSO, 1963. Pp. 336.

6. MANITOBA. CIVIL SERVICE SUPERANNUATION BOARD. *The Manitoba Civil Service Superannuation Fund; Twenty-fourth Annual Report for the Fiscal Year ending March 31st, 1963*. Winnipeg, 1964. Pp. 19.

7. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report, January 1st to December 31st, 1963*. [Winnipeg, 1964] Pp. 55.

8. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1963, reflecting Rates contained in Final September Payroll*. Winnipeg, 1964. Pp. 136.

9. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Annual Report for the Year ending March 31, 1963*. Fredericton [1964?] Pp. 74.

10. NEW SOUTH WALES. PREMIER'S DEPARTMENT. *Australian Legislative Digest, 1958; Summaries of the Principal Acts passed by the Commonwealth and State Parliaments during 1958*. Sydney, Government Printer, 1963. Pp. 128.

11. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year Printer, 1963*. Pp. 61.

12. QUEBEC (PROV.). DEPARTMENT OF INDUSTRY AND COMMERCE. *Report for the Year ending March 31st, 1963*. Quebec, 1964. Pp. 53.

French and English, the latter inverted with special title page

Edition française: *Rapport du Ministère de l'industrie et du commerce pour l'année finissant le 31 mars, 1963*.

13. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Nineteenth Annual Report for the Twelve Months ended March 31, 1963*. Regina, Queen's Printer, 1964. Pp. 152.

14. U.S. NATIONAL MEDIATION BOARD. *Twenty-ninth Annual Report; Including the Report of the National Railroad Adjustment Board for the Fiscal Year ended June 30, 1963*. Washington, GPO, 1963. Pp. 96.

15. U.S. NATIONAL SCIENCE FOUNDATION. *Thirteenth Annual Report for the Fiscal Year ended June 30, 1963*. Washington, GPO, 1964. Pp. 374.

16. U.S. PRESIDENT, 1963- (JOHNSON). *Economic Report of the President transmitted to the Congress, January 1964; Together with the Annual Report of the Council of Economic Advisers*. Washington, GPO, 1964. Pp. 304.

17. U.S. PRESIDENT, 1963- (JOHNSON). *Manpower Report of the President and a Report on Manpower Requirements*,

*Resources, Utilization, and Training by the United States Department of Labor, transmitted to the Congress, March 1964.* Washington, GPO, 1964. Pp. 279.

18. U.S. SELECTIVE SERVICE SYSTEM. *Annual Report of the Director of Selective Service for the Fiscal Year 1963 to the Congress of the United States pursuant to the Universal Military Training and Service Act as amended.* Washington, GPO, 1964. Pp. 91.

### Business

19. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Development of Marketing Objectives and Plans; a Symposium.* New York, 1963. Pp. 56.

Several business executives with marketing experience discuss marketing objectives and planning.

20. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Duplicating and Mailing Service.* Washington, GPO, 1963. Pp. 55.

Some of the topics covered in this booklet are: how much capital is required; how to get organized; where to locate; how much to charge for services given; how to keep financial records; how to look after taxes, insurance, and legal matters; credits and collections; how to operate efficiently; and, how to take care of advertising, selling, and public relations.

### Economic Conditions

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlook, 1964; a Discussion by the Conference Board Economic Forum and Guests held at . . . New York City, November 27, 1963.* New York, c1963. Pp. 127.

Some of the topics discussed by the NICB Economic Forum were: retail trade, services and consumer durables, outlook for plant and equipment, steel and capital goods, government, construction, agriculture, finance and balance of payments, securities, and prices and wages.

22. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Belgium-Luxembourg Economic Union, 1963.* Paris, 1963. Pp. 41.

23. WATKINS, MELVILLE H., Ed. *Economics: Canada; Recent Readings*, edited by Melville H. Watkins and Donald F. Forster. Toronto, McGraw-Hill, 1963. Pp. 376.

Readings are presented under nine headings: 1. Scope and Method; 2. The Allocation of Resources; 3. Industrial Organization and Public Policy; 4. Income and Employment; 5. International Economic Relations; 6. Income Distribution and Social Security; 7. The Labour

Market and the Labour Movement; 8. The Canadian Economy; and 9. Contemporary Economic Problems.

### Education

24. JACKSON, ROBERT WILLIAM BRIERLY. *The Problem of Numbers in University Enrolment; a Paper presented at the Canadian Education Association 40th Convention, September 26-28, 1963, Quebec City, Quebec.* Toronto, University of Toronto, Ontario College of Education Dept. of Educational Research, 1963. Pp. 53.

The author discusses the emergency measures that have to be taken to deal with the increasing university enrolment.

25. KIDD, JAMES ROBBINS, Ed. *Learning and Society.* Toronto, Canadian Association for Adult Education, 1963. Pp. 414.

"Readings in Canadian adult education."

26. MARITAIN, JACQUES. *Education at the Crossroads.* New Haven, Yale University Press [1960, c1943] Pp. 120.

Reprint of the original 1943 edition. The book consists of four sections: The Aims of Education; The Dynamics of Education; The Humanities and Liberal Education; The Trials of Present-Day Education.

27. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Annual Report, 1963; Including a Summary of the Proceedings of the 12th Assembly of Delegates, Rio de Janeiro, August 1963.* Washington [1963?] Pp. 132.

### Industrial Relations

28. MACDONALD, ROBERT M. *Collective Bargaining in the Automobile Industry; a Study of Wage Structure and Competitive Relations.* New Haven, Conn., Yale University Press, 1963. Pp. 410.

"... Concerned with the influence of collective bargaining upon the structure of wages and interfirm labor costs in the automobile industry."

29. QUEBEC (CITY). UNIVERSITÉ LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *La fonction de conseil dans le processus de décision et de contrôle* [par] Emile Gosselin [et al.] Québec, Les Presses de l'Université Laval [1962] Pp. 131.

Report of the 17th Congrès des relations industrielles de l'Université Laval held in Quebec City, April 30 and May 1, 1962.

Contents: Position du problème, par Emile Gosselin. Structure classique de l'organisation, par Jean-Paul Deschênes. La fonction de conseil dans le secteur de l'entreprise privée, par Gaston Fournier. La fonction de conseil dans le secteur du syndicalisme, par Marcel Pepin.



La fonction de conseil dans le secteur du syndicalisme, par Eugene Forsey. La fonction de conseil dans le secteur de l'Etat, par Paul Pelletier. Consequences du rôle du spécialiste sur les décisions et sur le contrôle, par W. A. Hunter. Un nouveau concept integrant les notions de fonction hiérarchique (line) et de fonction de conseil (staff), par Roger Chartier. La fonction de conseil dans la société moderne, par Roger Gregoire.

30. RAZA, M. ALI. *The Industrial Relations System of Pakistan*. Karachi, Bureau of Labour Publications, 1963. Pp. 174.

31. SHILS, EDWARD BENJAMIN. *Automation and Industrial Relations*. New York, Holt, Rinehart and Winston, 1963. Pp. 360.

Partial Contents: The Computer: its Use in the Plant and the Office. Automation challenges the Government. Factors determining a Firm's Ability to automate. Labor looks at Automation. Collective Bargaining Provisions resulting from Automation. Influence of Automation on Job Evaluation and Skill Requirements. Introduction of Automation in Face of Restrictive Work Practices. Influence of Automation on Education, Training, and Retraining Programs. Clerical Automation and White-Collar Organizing Drives.

32. WELTON, HARRY. *The Unnecessary Conflict; a Commonsense View of Industrial Relations*. London, Pall Mall Press, 1962. Pp. 104.

The author says that the "main ingredients for good industrial relations" are courage, common sense, co-operation, sincerity and integrity. After outlining problems existing in present-day industrial relations in Great Britain, the author suggests some "golden rules" for providing solutions to the problems.

### John Rogers Commons

33. COMMONS, JOHN ROGERS. *Myself, the Autobiography of John R. Commons*. Madison, University of Wisconsin Press, 196. Pp. 201.

The autobiography of the famous American labour historian.

34. SOMERS, GERALD GEORGE, Ed. *Labour, Management, and Social Policy; Essays in the John R. Commons Tradition*. Madison, University of Wisconsin Press, 1963. Pp. 303.

Written to mark the centennial of John R. Commons' birth in 1862.

Partial Contents: The Labor History and Labor Theory of John R. Commons: an Evaluation in the Light of Recent Trends and Criticism, by Robert Ozanne. Collective Bargaining Theory, by L. Reed Tripp. The Government and Politics of the AFL-CIO, by Jack Barbash. The Development and Status of Social Security in America, by Arthur J. Altmeyer. The Adequacy of Workmen's Compensation as Social Insurance: a Review of Developments and Proposals, by Abner Brodie. Prevailing Wage Law, by David B. Johnson. Policy Implications of Labor Market Analysis, by Gerald G. Somers.

### Labour Organization

35. BAGWELL, PHILIP SIDNEY. *The Railwaymen; the History of the National Union of Railwaymen*. London, Allen & Unwin, 1963. Pp. 725.

An account of the National Union of Railwaymen (and of its predecessors) from its founding in 1913 up to 1960.

36. BOTTOMLEY, ARTHUR GEORGE. *The Use and Abuse of Trade Unions*. London, Ampersand Books, 1963. Pp. 89.

The author, a British Labour Party M.P., claims that Communists have infiltrated British trade unions to use them for their own purposes.

37. JACOBS, PAUL. *The State of the Unions*. [1st ed.] New York, Atheneum, 1963. Pp. 303.

The author, a former union official, has collected a series of articles written over the past eight years on various aspects of American trade unionism and has added comments to bring them up to date. Among the prominent labour leaders discussed are James Hoffa, Harry Bridges, and David Dubinsky.

38. PELLING, HENRY. *A History of British Trade Unionism*. Harmondsworth, Eng., Penguin Books, 1963. Pp. 286.

The first comprehensive history of British trade unions in 35 years. Mr. Pelling is a Fellow of Queen's College, Oxford and an internationally known authority on trade unionism.

39. PETERSON, FLORENCE. *American Labor Unions, What they are and How they work*. 2d rev. ed. New York, Harper, 1963. Pp. 271.

A "factual presentation of the history, structure and operation of American labor organizations."

### Labouring Classes

40. MENDER, ANTON. *The Right to the Whole Produce of Labour; the Origin and Development of the Theory of Labour's Claim to the Whole Product of Industry*. Translated by M. E. Tanner. With an introd. and Bibliography by H. S. Foxwell. New York, A. M. Kelley, 1962. Pp. 271.

The author (1841-1905) was Professor of Civil Procedure at the University of Vienna. He was also a mathematician and wrote on economic matters and socialism.

41. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Changing Location of Manufacturing Employment. Part 1. Changes, by Type of Location, 1947-1961*, by Daniel Creamer, assisted by Richard Rothman. New York, 1963. Pp. 152.

42. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Adaptation and Training of Rural Workers*

for *Industrial Work*. Co-ordination of research: report by Guy Barbichon. Paris, 1962. Pp. 139.

A report of research into the mobility of farm workers in European member countries of OECD.

43. RUBNER, ALEX. *Fringe Benefits, the Golden Chains*. London, Putnam, 1962. Pp. 258.

The author examines many different types of fringe benefits and explains why he does not approve of them.

### Scientists

44. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. COMMITTEE ON SCIENTIFIC MANPOWER. *Scientific and Technological Manpower in Great Britain*, 1962. London, HMSO, 1963. Pp. 59.

45. THOMPSON, WALTER PALMER. *Graduate Education in the Sciences in Canadian Universities*. Toronto, University of Toronto Press; [Québec] Presses de l'Université Laval, 1963. Pp. 112.

Partial Contents: Institutions and Courses. Organization and Administration. Numbers. Migration. Regulations governing Master's Programmes. Regulations governing Doctoral Programmes. Finances. Student Aid. Subsequent Employment. New Developments. Assessment.

### Wages and Hours

46. MONTREAL. BOARD OF TRADE. *Annual Survey of Clerical Employees; Salaries and Working Conditions in the Montreal Area*, 1963. Montreal, 1964. Pp. 16. Surveyed October 1963.

47. SAKURABAYASHI, MAKOTO. *Interfirm Wage Differentials in Postwar Japan*, by Makoto Sakurabayashi and Etsuro Nagasawa. Tokyo, Sophia University, 1962. Pp. 28.

### Women—Employment

48. INTERNATIONAL LABOUR OFFICE. *Women Workers in a Changing World (Employment of Women with Family Responsibilities)*. Sixth Item on the Agenda. Geneva, 1963-1964. 2 volumes.

At head of title: Report 6(1)-(2). International Labour Conference. 48th Session, Geneva, 1964.

Part 1 contains a questionnaire to be completed by member countries. Part 2 reports on the replies and presents Proposed Conclusions based on them.

49. OPEN DOOR INTERNATIONAL FOR THE ECONOMIC EMANCIPATION OF THE WOMAN WORKER. *The Open Door International (for the Economic*

*Emancipation of the Woman Worker)*; its Object, its Policy, its Work. Brussels. 1963. Pp. 21.

50. ROSS, JEAN. "Every Customer is my Guest"; a Manual for Food Service in Small Hotels and Restaurants. Halifax, Nova Scotia Travel Bureau, Dept. of Trade and Industry, 1963. Pp.[84].

Supplements: 1. Instructions for conducting a Waitress Training Course. 2. Waitress Course Training Guide.

### Miscellaneous

51. CANADIAN TAX FOUNDATION. *Report of Proceedings of the Seventeenth Annual Tax Conference . . . Vancouver, November 18-19-20, 1963*. Toronto, 1964. Pp. 392.

52. DUVALL, SYLVANUS MILNE. *The Art and Skill of getting along with People*. Englewood Cliffs, N.J., Prentice-Hall, 1961. Pp. 246.

53. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The Federation of Malaysia*. London, HMSO, 1963. Pp. [76].

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59. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Pathways to Action: Jobs for the Handicapped; Program Guide, 1963-64*. Washington, GPO, 1963. Pp. 19.

A brief description of what private citizens in the U.S. are doing for the handicapped.

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## Annual Report, British Chief Inspector of Factories

(Continued from page 480)

supervises whatever medical investigation is necessary.

The chief inspector emphasizes that early notification of suspected cases of industrial disease is important in order to ensure thorough investigation of the working

environment, and the taking of remedial action to prevent a recurrence.

The remainder of this chapter, among other matters, discusses some early symptoms of the notifiable industrial diseases referred to above.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 23, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,901	616	1,906	2,527	1,205	647
Men.....	4,947	457	1,398	1,764	865	463
Women.....	1,954	159	508	763	340	184
14-19 years.....	635	64	186	199	130	56
20-24 years.....	911	92	302	293	151	73
25-44 years.....	3,051	251	859	1,145	506	290
45-64 years.....	2,082	187	513	797	375	210
65 years and over.....	222	22	46	93	43	18
Employed.....	6,608	574	1,794	2,457	1,714	609
Men.....	4,713	420	1,302	1,714	840	437
Women.....	1,895	154	492	743	334	172
Agriculture.....	667	43	126	160	318	20
Non-agriculture.....	5,941	531	1,668	2,297	856	589
Paid Workers.....	5,415	469	1,513	2,114	788	531
Men.....	3,736	327	1,071	1,440	520	378
Women.....	1,679	142	442	674	268	153
Unemployed.....	293	42	112	70	31	38
Men.....	234	37	96	50	25	26
Women.....	59	*	16	20	*	12
Persons not in the Labour Force.....	5,807	666	1,755	1,904	948	534
Men.....	1,362	182	407	419	222	132
Women.....	4,445	484	1,348	1,485	726	402

\* Less than 10,000.



**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MAY 23, 1964**  
**CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	12,708	2,001	3,666	986	3,777	920	1,358
Labour force.....	6,901	635	3,549	864	980	651	222
Employed.....	6,608	575	3,426	797	962	632	216
Unemployed.....	293	60	123	67	18	19	*
Not in labour force.....	5,807	1,366	117	122	2,797	269	1,136
Participation rate <sup>(2)</sup>							
1964, May 23.....	54.3	31.7	96.8	87.6	25.9	70.8	16.3
April 18.....	53.3	29.7	96.1	84.0	25.4	70.9	16.1
Unemployment rate <sup>(3)</sup>							
1964, May 23.....	4.2	9.4	3.5	7.8	1.8	2.9	*
April 18.....	6.0	11.7	5.2	12.2	2.0	3.0	4.6

<sup>(1)</sup> Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

\* Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED MAY 23, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	May 1964	April 1964	May 1963
Total Unemployed.....	293	403	346
On temporary layoff up to 30 days.....	12	23	17
Without work and seeking work.....	281	380	329
Seeking full-timework.....	263	365	316
Seeking part-time work.....	18	15	13
Seeking under 1 month.....	82	72	74
Seeking 1-3 months.....	83	123	92
Seeking 4-6 months.....	57	123	94
Seeking more than 6 months.....	59	62	69

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

(Revised)

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
March.....	46.0	484.9	156.5	.....	.....	.....	.....	.....	.....	1,692.9
April.....	45.8	494.0	160.9	.....	.....	.....	.....	.....	.....	1,726.6
May.....	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June.....	48.3	513.6	169.9	.....	.....	.....	.....	.....	.....	1,843.2
July.....	49.0	500.1	172.4	.....	.....	.....	.....	.....	.....	1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September....	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	1,879.6
November....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February*....	48.8	524.8	166.2	70.2	309.4	99.4	792.3	1,730.5	220.7	1,826.2
March†.....	48.8	530.3	165.2	.....	.....	.....	.....	.....	.....	1,839.6
Seasonally Adjusted										
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
March.....	47.1	494.2	163.7	.....	.....	.....	.....	.....	.....	1,755.0
April.....	47.5	496.7	164.8	.....	.....	.....	.....	.....	.....	1,766.3
May.....	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June.....	47.3	499.8	165.3	.....	.....	.....	.....	.....	.....	1,780.4
July.....	47.5	499.1	165.2	.....	.....	.....	.....	.....	.....	1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September....	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February*....	49.7	538.3	172.4	81.1	391.8	102.2	811.7	1,745.9	224.1	1,902.6
March†.....	50.1	540.5	173.3	.....	.....	.....	.....	.....	.....	1,906.6

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at March 1964 employers in the principal non-agricultural industries reported a total employment of 2,950,224. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January.....	123.3	198.1	85.10	117.0	202.0	88.83
February*.....	123.0	199.6	85.74	117.7	202.4	88.98
March†.....	123.4	198.4	85.25	118.4	201.9	88.76

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Mar. 1964	Feb. 1964	Mar. 1963	Mar. 1964	Feb. 1964	Mar. 1963
<b>Provinces</b>				<b>\$</b>	<b>\$</b>	<b>\$</b>
Newfoundland.....	124.1	126.1	114.4	78.69	77.76	75.46
Prince Edward Island.....	111.2	109.7	104.8	62.02	62.47	63.06
Nova Scotia.....	88.9	94.5	88.3	70.15	71.40	68.20
New Brunswick.....	101.1	104.6	98.6	70.72	72.12	70.78
Quebec.....	122.5	121.6	116.3	82.56	83.24	80.51
Ontario.....	127.8	126.9	121.8	88.47	88.84	85.75
Manitoba.....	110.3	110.2	106.1	77.95	78.20	76.62
Saskatchewan.....	121.3	120.2	115.9	80.37	80.73	77.77
Alberta (including Northwest Territories).....	157.8	157.9	152.1	85.38	85.98	84.24
British Columbia (including Yukon).....	118.7	118.0	113.9	93.05	93.52	90.24
<b>Canada.....</b>	<b>123.4</b>	<b>123.0</b>	<b>117.8</b>	<b>85.25</b>	<b>85.74</b>	<b>82.94</b>
<b>Urban areas</b>						
St. John's.....	139.8	138.9	135.1	64.22	64.36	62.34
Sydney.....	52.6	77.1	76.5	87.58	84.55	78.67
Halifax.....	129.2	130.6	123.8	72.17	73.49	69.86
Moncton.....	101.3	100.8	98.4	66.43	67.87	63.44
Saint John.....	113.5	114.8	119.6	71.41	71.26	71.58
Chicoutimi—Jonquiere.....	111.7	111.7	101.0	101.45	100.35	98.98
Quebec.....	122.2	121.1	120.2	71.81	73.01	71.64
Sherbrooke.....	115.5	115.6	108.4	71.56	72.74	69.36
Shawinigan.....	101.5	102.4	96.5	90.18	89.59	91.36
Three Rivers.....	117.3	114.6	110.6	77.57	78.46	74.49
Drummondville.....	92.0	91.5	82.9	68.72	68.98	67.93
Montreal.....	130.6	129.4	124.8	84.13	84.72	81.83
Ottawa—Hull.....	135.9	134.8	129.5	78.87	79.68	76.76
Kingston.....	130.9	127.7	115.5	86.16	83.57	79.90
Peterborough.....	103.0	102.2	95.3	92.50	93.17	90.65
Oshawa.....	224.3	223.3	198.2	105.36	109.45	105.82
Toronto.....	143.9	143.0	137.3	89.12	89.38	86.36
Hamilton.....	120.4	118.7	113.3	93.96	94.16	90.72
St. Catharines.....	121.5	119.0	110.7	99.35	101.15	95.92
Niagara Falls.....	95.1	92.9	92.5	86.94	86.66	84.65
Brantford.....	91.0	90.3	84.9	81.53	81.99	80.31
Guelph.....	131.8	131.2	128.4	78.46	78.59	76.70
Galt.....	128.5	128.7	116.9	77.44	77.14	74.83
Kitchener.....	142.2	142.7	134.0	78.69	79.09	77.91
Sudbury.....	130.0	123.8	125.0	99.90	95.11	92.74
Timmins.....	84.0	84.2	87.9	75.98	76.68	72.96
London.....	141.8	140.1	135.9	80.49	81.04	78.39
Sarnia.....	131.4	128.7	127.5	109.00	108.49	106.31
Windsor.....	81.9	81.7	73.9	96.91	96.40	93.81
Sault Ste. Marie.....	147.0	147.0	141.5	102.18	106.65	107.29
Fort William—Port Arthur.....	101.7	101.4	99.1	82.53	84.06	81.83
Winnipeg.....	113.2	112.9	108.0	75.32	75.89	73.49
Regina.....	145.2	144.0	135.2	79.90	79.38	76.71
Saskatoon.....	138.4	136.9	131.2	74.61	74.30	72.01
Edmonton.....	204.6	203.0	196.7	79.02	79.44	78.69
Calgary.....	181.2	180.0	171.8	84.07	84.45	82.62
Vancouver.....	121.6	120.6	115.1	91.66	91.40	87.94
Victoria.....	110.7	110.0	114.2	81.26	81.85	82.30



# TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Mar. 1964	Feb. 1964	Mar. 1963	Mar. 1964	Feb. 1964	Mar. 1963
				\$	\$	\$
<b>Mining</b> .....	<b>109.0</b>	<b>113.3</b>	<b>111.9</b>	<b>107.52</b>	<b>106.14</b>	<b>101.46</b>
Metal mining.....	125.4	124.6	126.2	106.22	105.01	100.40
Gold.....	63.2	64.1	66.5	86.40	86.80	80.40
Other metal.....	183.2	180.8	181.7	112.58	111.01	107.21
Fuels.....	73.9	88.7	83.4	118.29	113.05	108.94
Coal.....	21.9	39.3	36.5	80.65	83.20	76.14
Oil and natural gas.....	284.7	289.0	274.7	130.02	129.49	126.74
Non metal.....	138.3	134.3	130.7	95.88	97.41	92.08
<b>Manufacturing</b> .....	<b>118.4</b>	<b>117.7</b>	<b>112.8</b>	<b>88.76</b>	<b>88.98</b>	<b>85.86</b>
Durable goods.....	125.9	124.9	118.3	95.28	95.75	92.29
Non-durable goods.....	112.2	111.6	108.3	82.64	82.65	79.98
Food and beverages.....	107.0	107.1	105.4	80.12	78.96	76.80
Meat products.....	130.8	129.8	128.1	87.96	84.63	85.12
Canned and preserved fruits and vegetables.....	83.8	84.9	81.1	70.85	70.96	70.62
Grain mill products.....	95.8	95.9	92.6	88.28	87.40	83.63
Bread and other bakery products.....	111.2	110.1	109.1	75.18	74.06	70.08
Distilled and malt liquors.....	91.6	91.7	91.4	110.97	109.94	104.73
Tobacco and tobacco products.....	95.2	99.9	112.2	81.12	79.32	75.93
Rubber products.....	116.6	115.9	107.9	90.28	91.20	89.17
Leather products.....	90.0	90.2	90.2	58.92	61.44	57.33
Boots and shoes (except rubber).....	94.5	94.9	97.4	56.77	59.69	55.69
Other leather products.....	81.7	81.5	77.2	63.45	65.15	61.09
Textile products (except clothing).....	89.3	88.6	83.2	71.13	71.23	68.12
Cotton yarn and broad woven goods.....	76.9	76.9	72.5	67.90	68.86	64.59
Woolen goods.....	65.8	65.7	62.4	64.80	65.06	63.23
Synthetic textiles and silk.....	106.5	105.5	95.4	79.60	77.99	74.78
Clothing (textile and fur).....	101.2	100.5	95.2	54.72	57.11	54.40
Men's clothing.....	105.4	104.7	99.3	53.88	55.82	52.99
Women's clothing.....	113.8	113.4	105.9	56.56	59.44	56.44
Knit goods.....	74.6	75.2	72.6	54.71	56.18	53.57
Wood products.....	112.5	113.5	104.8	76.00	77.61	74.59
Saw and planing mills.....	115.4	117.1	106.3	78.72	80.42	77.66
Furniture.....	121.8	122.0	115.9	72.74	74.08	70.36
Other wood products.....	79.2	78.2	75.3	65.49	67.80	65.31
Paper products.....	127.5	126.2	122.1	103.19	102.86	99.26
Pulp and paper mills.....	126.9	125.6	121.5	111.54	110.83	106.98
Other paper products.....	128.8	127.5	123.5	83.44	84.01	81.01
Printing, publishing and allied industries.....	126.5	126.4	125.8	97.52	96.90	94.06
Iron and steel products.....	118.3	116.5	111.5	100.00	100.11	97.13
Agricultural implements.....	73.5	73.4	72.4	111.63	107.29	106.38
Fabricated and structural steel.....	144.0	142.3	146.3	101.03	101.44	98.00
Hardware and tools.....	124.1	122.0	112.4	87.76	88.25	86.13
Heating and cooking appliances.....	111.7	109.8	101.9	86.87	87.06	83.67
Iron castings.....	108.3	106.1	97.8	94.92	96.49	92.69
Machinery, industrial.....	139.4	137.8	131.6	96.17	96.95	93.04
Primary iron and steel.....	137.5	134.5	125.9	113.43	113.44	111.03
Sheet metal products.....	118.4	116.0	113.4	96.09	96.21	94.39
Wire and wire products.....	124.2	122.0	113.1	99.74	99.85	96.06
Transportation equipment.....	126.2	125.1	115.2	102.78	104.32	99.64
Aircraft and parts.....	253.0	250.7	227.3	104.85	107.01	100.64
Motor vehicles.....	144.8	143.8	125.2	117.62	119.26	116.05
Motor vehicle parts and accessories.....	154.2	152.6	127.5	97.90	101.41	96.72
Railroad and rolling stock equipment.....	57.4	57.3	51.5	91.37	92.49	88.13
Shipbuilding and repairing.....	133.7	131.6	155.6	92.19	90.58	89.03
Non-ferrous metal products.....	130.1	128.7	122.8	101.42	99.22	95.82
Aluminum products.....	142.6	141.6	136.6	96.27	96.55	93.62
Brass and copper products.....	115.8	114.6	104.4	98.06	97.53	91.58
Smelting and refining.....	140.0	137.6	133.0	112.15	107.65	104.73
Electrical apparatus and supplies.....	157.0	156.9	152.7	93.36	93.29	90.23
Heavy electrical machinery.....	118.0	117.4	114.2	100.13	100.00	96.31
Telecommunication equipment.....	277.0	277.8	279.3	90.02	89.83	86.82
Non-metallic mineral products.....	148.1	144.5	141.3	92.56	93.82	89.59
Clay products.....	82.4	79.9	78.2	84.53	84.57	81.92
Glass and glass products.....	171.7	169.1	172.7	90.06	90.69	87.40
Products of petroleum and coal.....	137.9	137.4	138.5	128.48	127.74	126.78
Petroleum refining and products.....	141.1	140.7	141.4	129.14	128.57	127.67
Chemical products.....	137.8	135.3	133.3	105.47	103.89	101.11
Medicinal and pharmaceutical preparations.....	127.9	126.7	123.3	92.98	93.26	89.67
Acids, alkalis and salts.....	154.5	146.8	155.8	119.91	116.64	111.74
Other chemical products.....	136.2	134.7	130.4	104.40	102.99	100.65
Miscellaneous manufacturing industries.....	159.8	157.5	147.3	78.42	79.11	75.68
<b>Construction</b> .....	<b>107.3</b>	<b>105.8</b>	<b>103.7</b>	<b>88.94</b>	<b>94.51</b>	<b>90.06</b>
Building and general engineering.....	109.8	110.7	105.7	93.96	100.73	96.66
Highways, bridges and streets.....	103.1	97.7	100.3	80.12	82.90	78.59
<b>Electric and motor transportation</b> .....	<b>144.8</b>	<b>143.6</b>	<b>139.9</b>	<b>92.10</b>	<b>90.68</b>	<b>87.45</b>
<b>Service</b> .....	<b>171.9</b>	<b>170.3</b>	<b>155.4</b>	<b>60.59</b>	<b>60.56</b>	<b>58.90</b>
Hotels and restaurants.....	145.9	145.0	132.4	46.24	46.55	44.58
Laundries and dry cleaning plants.....	148.8	146.8	133.2	53.50	53.12	51.77
<b>Industrial composite</b> .....	<b>123.4</b>	<b>123.0</b>	<b>117.8</b>	<b>85.25</b>	<b>85.74</b>	<b>82.94</b>

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	March 1964	February 1964	March 1963	March 1964	February 1964	March 1963
				\$	\$	\$
Newfoundland.....	41.9	40.8	42.0	1.81	1.77	1.67
Nova Scotia.....	40.6	40.8	40.7	1.81	1.73	1.69
New Brunswick.....	40.3	41.0	41.6	1.69	1.69	1.70
Quebec.....	41.2	42.1	41.7	1.80	1.78	1.73
Ontario.....	40.9	41.2	40.9	2.12	2.10	2.03
Manitoba.....	40.0	40.7	40.0	1.83	1.81	1.79
Saskatchewan.....	39.4	38.8	38.7	2.08	2.07	2.03
Alberta (includes Northwest Territories)	39.9	39.9	39.5	2.06	2.04	2.02
British Columbia (includes Yukon Territory).....	38.2	38.5	38.8	2.43	2.42	2.35

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February*.....	41.2	1.99	82.03	196.5	146.0
March†.....	40.7	2.01	81.83	196.0	145.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.



**TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY**

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1964	Feb. 1964	Mar. 1963	Mar. 1964	Feb. 1964	Mar. 1963	Mar. 1964	Feb. 1964	Mar. 1963
				\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.4</b>	<b>42.5</b>	<b>41.1</b>	<b>2.34</b>	<b>2.28</b>	<b>2.24</b>	<b>99.07</b>	<b>97.17</b>	<b>92.32</b>
Metal mining.....	42.2	42.1	41.0	2.38	2.34	2.29	100.53	98.72	93.93
Gold.....	43.1	43.1	40.9	1.85	1.87	1.81	79.82	80.65	73.84
Other metal.....	41.9	41.8	41.0	2.57	2.52	2.47	107.71	105.10	101.33
Fuels.....	43.5	44.1	41.4	2.31	2.18	2.17	100.35	96.00	90.03
Coal.....	41.0	43.0	40.0	1.92	1.91	1.83	78.59	82.06	73.24
Oil and natural gas.....	45.2	45.6	43.2	2.56	2.53	2.58	115.59	115.23	111.29
Non-metal.....	42.3	42.3	41.7	2.16	2.17	2.11	91.55	91.94	87.98
<b>Manufacturing</b> .....	<b>40.7</b>	<b>41.2</b>	<b>40.9</b>	<b>2.01</b>	<b>1.99</b>	<b>1.93</b>	<b>81.83</b>	<b>82.03</b>	<b>79.01</b>
Durable goods.....	41.2	41.7	41.3	2.17	2.16	2.10	89.28	89.84	86.43
Non-durable goods.....	40.3	40.8	40.6	1.85	1.82	1.77	74.45	74.34	71.83
Food and beverages.....	40.7	40.1	40.5	1.79	1.78	1.72	72.06	71.24	69.66
Meat products.....	40.9	39.2	40.2	2.03	1.99	1.99	82.76	78.21	80.10
Canned and preserved fruits and vegetables.....	39.9	40.5	39.9	1.55	1.53	1.48	61.82	61.83	53.95
Grain mill products.....	43.2	42.9	41.2	1.94	1.94	1.83	83.88	83.17	75.45
Bread and other bakery products.....	41.5	40.7	40.7	1.69	1.68	1.59	70.03	68.48	64.78
Distilled liquors.....	40.7	40.0	39.6	2.36	2.34	2.27	95.93	93.52	89.72
Malt liquors.....	39.5	39.1	39.0	2.56	2.55	2.45	101.20	99.78	95.33
Tobacco and tobacco products.....	37.1	37.9	40.1	2.00	1.91	1.76	74.31	72.39	70.39
Rubber products.....	41.3	42.0	42.2	2.03	2.04	1.98	83.79	85.48	83.35
Leather products.....	39.2	41.7	40.5	1.37	1.36	1.30	53.70	56.73	52.62
Boots and shoes (except rubber).....	38.8	41.7	40.6	1.33	1.32	1.26	51.76	55.14	51.22
Other leather products.....	40.1	41.6	40.1	1.44	1.45	1.39	57.85	60.18	55.89
Textile products (except clothing).....	42.3	42.6	42.3	1.52	1.51	1.46	64.32	64.63	61.59
Cotton yarn and broad woven goods.....	41.4	42.0	40.2	1.53	1.54	1.50	63.14	64.56	60.21
Woollen goods.....	42.4	42.7	43.1	1.39	1.39	1.34	59.08	59.61	57.70
Synthetic textiles and silk.....	43.4	43.3	43.8	1.66	1.62	1.54	72.19	69.98	67.43
Clothing (textile and fur).....	38.1	39.9	39.1	1.31	1.31	1.26	50.02	52.42	49.29
Men's clothing.....	38.3	39.7	39.1	1.30	1.31	1.25	49.78	51.93	48.95
Women's clothing.....	36.3	38.7	37.3	1.42	1.42	1.36	51.74	55.09	50.93
Knit goods.....	40.5	42.2	41.5	1.22	1.21	1.17	49.33	51.13	48.67
*Wood products.....	40.8	42.0	41.5	1.77	1.76	1.71	72.09	73.85	71.09
Saw and planing mills.....	40.2	41.5	41.1	1.89	1.88	1.83	76.12	77.95	75.44
Furniture.....	41.7	42.7	42.0	1.60	1.60	1.54	66.61	68.32	64.71
Other wood products.....	41.8	43.1	42.7	1.43	1.42	1.40	59.88	61.11	59.55
Paper products.....	41.4	41.5	40.9	2.34	2.33	2.27	97.12	96.57	92.76
Pulp and paper mills.....	41.7	41.5	40.9	2.53	2.51	2.45	105.28	104.30	100.17
Other paper products.....	40.7	41.3	41.2	1.86	1.85	1.78	75.78	76.40	73.26
Printing, publishing and allied industries.....	39.0	38.9	39.3	2.49	2.48	2.39	97.13	96.49	93.84
<b>*Iron and steel products</b> .....	<b>41.3</b>	<b>41.7</b>	<b>41.2</b>	<b>2.30</b>	<b>2.28</b>	<b>2.23</b>	<b>94.98</b>	<b>95.13</b>	<b>92.05</b>
Agricultural implements.....	42.8	42.0	42.4	2.49	2.41	2.37	106.44	101.43	100.43
Fabricated and structural steel.....	41.6	41.8	40.7	2.21	2.21	2.17	92.07	92.63	88.53
Hardware and tools.....	42.8	43.2	43.1	1.90	1.90	1.86	81.42	82.21	80.31
Heating and cooking appliances.....	41.1	41.6	40.2	1.97	1.96	1.90	80.94	81.71	76.20
Iron castings.....	41.6	42.4	42.2	2.20	2.19	2.11	91.54	92.94	89.14
Machinery, industrial.....	42.2	42.5	42.0	2.14	2.14	2.07	90.36	91.11	86.81
Primary iron and steel.....	40.0	40.5	40.1	2.72	2.68	2.65	108.84	108.70	106.30
Sheet metal products.....	40.9	41.2	41.4	2.18	2.18	2.15	89.37	89.62	88.91
Wire and wire products.....	42.3	42.7	41.9	2.24	2.23	2.16	94.72	95.22	90.23
<b>*Transportation equipment</b> .....	<b>41.4</b>	<b>41.8</b>	<b>41.6</b>	<b>2.34</b>	<b>2.36</b>	<b>2.28</b>	<b>96.74</b>	<b>98.46</b>	<b>94.80</b>
Aircraft and parts.....	41.1	41.9	41.2	2.28	2.31	2.20	93.62	96.71	90.89
Motor vehicles.....	42.4	42.8	43.7	2.62	2.63	2.55	111.14	112.82	111.49
Motor vehicle parts and accessories.....	41.1	41.9	42.0	2.26	2.31	2.20	92.98	96.68	92.28
Railroad and rolling stock equipment.....	40.7	41.0	40.0	2.20	2.21	2.16	89.43	90.60	86.23
Shipbuilding and repairing.....	40.9	40.4	40.1	2.19	2.18	2.19	89.57	88.02	87.94
<b>*Non-ferrous metal products</b> .....	<b>41.0</b>	<b>41.1</b>	<b>40.5</b>	<b>2.32</b>	<b>2.25</b>	<b>2.19</b>	<b>95.19</b>	<b>92.67</b>	<b>88.52</b>
Aluminum products.....	41.4	41.5	41.2	2.07	2.07	2.00	85.46	85.99	82.36
Brass and copper products.....	42.8	42.6	41.1	2.20	2.19	2.08	94.06	93.16	85.68
Smelting and refining.....	40.4	40.3	39.8	2.61	2.51	2.44	105.63	100.86	97.24
<b>*Electrical apparatus and supplies</b> .....	<b>40.6</b>	<b>40.8</b>	<b>40.4</b>	<b>1.99</b>	<b>1.98</b>	<b>1.93</b>	<b>80.63</b>	<b>80.92</b>	<b>77.87</b>
Heavy electrical machinery and equipment.....	40.9	40.9	40.1	2.21	2.21	2.16	90.35	90.45	86.56
Telecommunication equipment.....	39.8	39.9	39.9	1.76	1.77	1.72	70.14	70.68	68.77
Refrigerators, vacuum cleaners and appliances.....	39.3	40.2	39.9	2.06	2.05	2.05	81.03	82.16	81.75
Wire and cable.....	42.3	41.8	41.6	2.21	2.20	2.15	93.66	92.18	89.31
Miscellaneous electrical products.....	41.0	41.4	40.7	1.91	1.90	1.82	78.05	78.54	74.23
<b>*Non-metallic mineral products</b> .....	<b>42.1</b>	<b>42.7</b>	<b>42.0</b>	<b>2.05</b>	<b>2.03</b>	<b>1.97</b>	<b>86.06</b>	<b>86.89</b>	<b>82.97</b>
Clay products.....	42.0	42.5	41.4	1.84	1.83	1.80	77.38	77.54	74.55
Glass and glass products.....	41.1	41.2	41.1	2.06	2.06	1.98	84.69	84.75	81.62
Products of petroleum and coal.....	40.6	40.7	41.5	2.81	2.75	2.71	114.17	112.05	112.47
Chemical products.....	41.3	40.9	40.8	2.27	2.20	2.17	93.62	90.24	88.64
Medicinal and pharmaceutical preparations.....	39.7	39.9	39.7	1.74	1.73	1.68	69.06	69.20	66.62
Acids, alkalis and salts.....	41.2	41.2	40.8	2.66	2.52	2.50	109.55	103.84	101.92
Miscellaneous manufacturing industries.....	41.0	41.7	41.4	1.67	1.65	1.59	68.22	68.94	65.81
Professional and scientific equipment.....	40.9	41.3	40.6	2.01	2.00	1.94	82.09	82.51	78.75
<b>Construction</b> .....	<b>37.4</b>	<b>41.2</b>	<b>40.3</b>	<b>2.25</b>	<b>2.24</b>	<b>2.17</b>	<b>84.10</b>	<b>92.31</b>	<b>87.45</b>
Building and general engineering.....	36.6	40.5	40.0	2.43	2.43	2.34	88.98	98.37	93.62
Highways, bridges and streets.....	39.1	42.7	41.1	1.89	1.85	1.81	73.76	79.09	74.43
<b>Electric and motor transportation</b> .....	<b>44.2</b>	<b>43.7</b>	<b>43.6</b>	<b>2.10</b>	<b>2.06</b>	<b>2.01</b>	<b>92.67</b>	<b>90.12</b>	<b>87.60</b>
<b>Service</b> .....	<b>37.1</b>	<b>37.3</b>	<b>37.6</b>	<b>1.19</b>	<b>1.19</b>	<b>1.13</b>	<b>44.17</b>	<b>44.40</b>	<b>42.67</b>
Hotels and restaurants.....	36.5	36.9	37.2	1.16	1.16	1.10	42.39	42.83	40.82
Laundries and dry cleaning plants.....	40.4	39.8	40.3	1.12	1.11	1.07	45.41	44.19	42.99

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
May 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
May 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
May 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
May, 1962.....	22,026	20,999	43,025	329,391	126,461	455,852
May, 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June, 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July, 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September, 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October, 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November, 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December, 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January, 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February, 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March, 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April, 1964 <sup>(1)</sup> .....	28,985	22,337	51,322	445,744	141,472	587,216
May, 1964 <sup>(1)</sup> .....	30,955	23,751	54,706	319,268	126,509	445,777

<sup>(1)</sup>Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, APRIL 1963-APRIL 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	743,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—April.....	210,392	81,258	77,524	39,149	58,986	26,378
1963—May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	122,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,578
April(1).....	236,915	88,740	95,252	43,563	75,095	29,285

(1) Preliminary—Subject to revision.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING APRIL 1964<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from April 1963
<b>Agriculture, Fishing, Trapping</b> .....	<b>3,341</b>	<b>334</b>	<b>3,675</b>	<b>+ 798</b>
<b>Forestry</b> .....	<b>1,773</b>	<b>21</b>	<b>1,794</b>	<b>+ 552</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>725</b>	<b>56</b>	<b>781</b>	<b>— 243</b>
Metal Mining .....	450	7	457	— 71
Fuels .....	118	29	147	— 154
Non-Metal Mining .....	27	1	28	— 25
Quarrying, Clay and Sand Pits .....	96	3	99	— 16
Prospecting .....	34	16	50	+ 23
<b>Manufacturing</b> .....	<b>16,513</b>	<b>7,627</b>	<b>24,140</b>	<b>+ 4,445</b>
Foods and Beverages .....	1,676	1,150	2,826	+ 629
Tobacco and Tobacco Products .....	49	48	97	+ 15
Rubber Products .....	132	80	212	+ 22
Leather Products .....	201	254	455	— 106
Textile Products (except clothing) .....	622	489	1,111	+ 179
Clothing (textile and fur) .....	488	2,026	2,514	+ 609
Wood Products .....	2,156	342	2,498	+ 542
Paper Products .....	1,294	251	1,545	+ 255
Printing, Publishing and Allied Industries .....	652	612	1,264	+ 412
Iron and Steel Products .....	3,433	485	3,918	+ 834
Transportation Equipment .....	2,581	261	2,842	+ 385
Non-Ferrous Metal Products .....	503	221	724	+ 92
Electrical Apparatus and Supplies .....	632	476	1,108	+ 153
Non-Metallic Mineral Products .....	624	83	712	+ 21
Products of Petroleum and Coal .....	115	11	126	+ 52
Chemical Products .....	770	295	1,065	+ 214
Miscellaneous Manufacturing Industries .....	585	538	1,123	+ 137
<b>Construction</b> .....	<b>10,567</b>	<b>214</b>	<b>10,781</b>	<b>+ 13</b>
General Contractors .....	7,135	118	7,253	— 20
Special Trade Contractors .....	3,432	96	3,528	+ 33
<b>Transportation, Storage and Communication</b> .....	<b>5,150</b>	<b>414</b>	<b>5,564</b>	<b>— 143</b>
Transportation .....	4,235	203	4,438	— 419
Storage .....	783	47	830	+ 294
Communication .....	132	164	296	— 18
<b>Public Utility Operation</b> .....	<b>540</b>	<b>50</b>	<b>590</b>	<b>+ 94</b>
<b>Trade</b> .....	<b>9,637</b>	<b>4,792</b>	<b>14,429</b>	<b>+ 1,686</b>
Wholesale .....	3,797	1,258	5,055	+ 1,031
Retail .....	5,840	3,534	9,374	+ 655
<b>Finance, Insurance and Real Estate</b> .....	<b>659</b>	<b>1,141</b>	<b>1,800</b>	<b>+ 425</b>
<b>Service</b> .....	<b>26,190</b>	<b>14,636</b>	<b>40,826</b>	<b>+11,389</b>
Community or Public Service .....	964	1,453	2,417	+ 206
Government Service .....	18,184	1,162	19,346	+10,160
Recreation Service .....	661	246	907	+ 143
Business Service .....	1,077	671	1,748	— 168
Personal Service .....	5,304	11,104	16,408	+ 1,048
<b>Grand Total</b> .....	<b>75,095</b>	<b>29,285</b>	<b>104,380</b>	<b>+19,016</b>

(1) Preliminary. Subject to revision.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT APRIL 30, 1964<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	8,669	1,954	10,623
Clerical Workers.....	20,299	45,490	65,789
Sales Workers.....	8,545	18,190	26,735
Personal and Domestic Service Workers.....	42,697	28,290	70,987
Seamen.....	2,229	51	2,280
Agriculture, Fishing, Forestry (Ex. log.).....	7,111	927	8,038
Skilled and Semi-Skilled Workers.....	207,200	17,576	224,776
Food and kindred products (incl. tobacco).....	1,561	569	2,130
Textiles, clothing, etc.....	2,875	10,355	13,230
Lumber and lumber products.....	36,657	129	36,786
Pulp, paper (incl. printing).....	1,365	479	1,844
Leather and leather products.....	1,174	1,062	2,236
Stone, clay and glass products.....	533	26	559
Metalworking.....	13,390	896	14,286
Electrical.....	3,234	1,085	4,319
Transportation equipment.....	418	29	447
Mining.....	2,080	.....	2,080
Construction.....	56,241	10	56,251
Transportation (except seamen).....	42,655	99	42,754
Communications and public utility.....	1,056	3	1,059
Trade and service.....	6,004	1,604	7,608
Other skilled and semi-skilled.....	25,180	907	26,087
Foremen.....	4,869	307	5,176
Apprentices.....	7,908	16	7,924
Unskilled Workers.....	148,994	28,994	177,988
Food and tobacco.....	5,965	9,593	15,558
Lumber and lumber products.....	19,825	407	20,232
Metalworking.....	4,093	609	4,702
Construction.....	80,550	2	80,552
Other unskilled workers.....	38,561	18,383	56,944
<b>GRAND TOTAL.....</b>	<b>445,744</b>	<b>141,472</b>	<b>587,216</b>

(1) Preliminary—subject to revision.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT APRIL 30, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) April 30, 1964	Previous Year April 30, 1963		(1) April 30, 1964	Previous Year April 30 1963
<b>Newfoundland.....</b>	<b>26,512</b>	<b>25,597</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	5,710	5,560	Sherbrooke.....	4,989	5,839
Grand Falls.....	2,918	3,191	Sorel.....	1,597	1,722
St. John's.....	17,884	16,756	Thetford Mines.....	1,801	2,189
<b>Prince Edward Island.....</b>	<b>5,003</b>	<b>4,955</b>	Trois-Rivières.....	5,033	5,775
Charlottetown.....	3,210	3,006	Val d'Or.....	3,336	3,341
Summerside.....	1,793	1,979	Valleyfield.....	2,058	2,646
<b>Nova Scotia.....</b>	<b>31,351</b>	<b>33,319</b>	Victoriaville.....	2,289	1,986
Amherst.....	1,128	1,307	Ville St. Georges.....	3,802	4,405
Bridgewater.....	1,719	1,867	<b>Ontario.....</b>	<b>158,137</b>	<b>178,033</b>
Halifax.....	7,065	7,357	Arnprior.....	351	430
Inverness.....	1,121	1,211	Barrie.....	1,367	1,483
Kentville.....	3,322	3,595	Belleville.....	1,854	2,004
Liverpool.....	680	735	Bracebridge.....	1,210	1,420
New Glasgow.....	3,632	4,307	Brampton.....	1,243	1,247
Springhill.....	1,169	1,411	Brantford.....	1,690	2,114
Sydney.....	4,665	4,710	Brockville.....	538	566
Sydney Mines.....	1,622	1,527	Carleton Place.....	386	379
Truro.....	2,399	2,349	Chatham.....	1,697	1,988
Yarmouth.....	2,829	2,943	Cobourg.....	728	745
<b>New Brunswick.....</b>	<b>32,568</b>	<b>35,503</b>	Collingwood.....	727	714
Bathurst.....	5,434	5,179	Cornwall.....	2,751	2,923
Campbellton.....	3,196	2,596	Elliot Lake.....	452	562
Edmundston.....	2,501	2,839	Fort Erie.....	358	473
Fredericton.....	2,117	2,980	Fort Frances.....	974	867
Minto.....	501	603	Fort William.....	2,651	3,065
Moncton <sup>(2)</sup> .....	7,424	8,434	Galt.....	903	1,056
Newcastle.....	3,359	3,575	Gananoque.....	266	242
Saint John.....	3,936	3,964	Goderich.....	432	438
St. Stephen.....	1,660	2,143	Guelph.....	1,146	1,279
Sussex.....	678	899	Hamilton.....	10,737	12,184
Woodstock.....	1,760	2,291	Hawkesbury.....	953	934
<b>Quebec.....</b>	<b>191,535</b>	<b>216,598</b>	Kapuskaing.....	1,902	2,393
Alma.....	1,977	3,092	Kenora.....	1,322	1,460
Asbestos.....	782	937	Kingston.....	1,848	2,175
Baie Comeau.....	1,197	1,325	Kirkland Lake.....	1,067	1,478
Beauharnois.....	1,301	1,554	Kitchener.....	2,258	2,035
Buckingham.....	1,435	1,653	Leamington.....	749	744
Causapscal.....	3,189	3,550	Lindsay.....	684	679
Chandler.....	2,690	2,635	Listowel.....	273	327
Chocoutimi.....	2,723	3,439	London.....	4,021	4,381
Cowansville.....	544	458	Long Branch.....	3,235	3,593
Dolbeau.....	2,206	2,938	Midland.....	812	960
Drummondville.....	2,091	2,459	Napanea.....	585	766
Farnham.....	532	620	New Liskeard.....	518	602
Forestville.....	1,587	1,559	Newmarket.....	1,233	1,534
Gaspé.....	2,345	2,617	Niagara Falls.....	2,066	2,225
Granby.....	2,179	2,553	North Bay.....	1,967	2,228
Hull.....	4,455	4,788	Oakville.....	730	657
Joliette.....	4,304	4,485	Orillia.....	821	1,023
Jonquière.....	2,297	3,613	Oshawa.....	4,102	4,880
Lachute.....	798	1,169	Ottawa.....	6,879	7,914
Lac Mégantic.....	1,566	1,883	Owen Sound.....	1,119	1,439
La Malbaie.....	2,408	2,554	Parry Sound.....	528	608
La Tuque.....	1,054	1,329	Pembroke.....	1,720	2,162
Lévis.....	4,160	3,963	Perth.....	748	800
Louiseville.....	1,161	1,466	Peterborough.....	2,741	3,367
Magog.....	637	858	Picton.....	363	362
Maniwaki.....	1,390	1,786	Port Arthur.....	4,825	5,340
Matane.....	3,530	4,369	Port Colborne.....	524	1,009
Mont-Laurier.....	1,419	1,593	Prescott.....	761	801
Montmagny.....	2,432	2,594	Renfrew.....	552	698
Montréal.....	56,012	62,531	St. Catharines.....	3,267	3,939
New Richmond.....	2,663	2,504	St. Thomas.....	724	892
Port Alfred.....	1,242	1,451	Sarnia.....	2,166	1,908
Québec.....	14,221	13,571	Sault Ste. Marie.....	3,134	3,179
Rimouski.....	4,642	5,567	Simcoe.....	1,100	1,317
Rivière du Loup.....	5,461	7,504	Smiths Falls.....	537	560
Roberval.....	1,679	2,417	Stratford.....	473	661
Rouyn.....	4,483	5,390	Sturgeon Falls.....	1,005	1,182
Ste. Agathe des Monts.....	1,607	1,564	Sudbury.....	4,641	6,303
Ste. Anne de Bellevue.....	1,041	1,167	Tillsonburg.....	401	482
Ste. Thérèse.....	2,247	2,556	Timmins.....	2,428	2,900
St. Hyacinthe.....	1,910	1,699	Toronto.....	41,476	43,618
St. Jean.....	2,185	2,679	Trenton.....	709	860
St. Jérôme.....	1,932	2,039	Walkerton.....	588	619
Sept-Îles.....	1,860	2,786	Wallaceburg.....	581	578
Shawinigan.....	4,946	5,421	Welland.....	1,877	1,686
			Weston.....	2,756	3,526
			Windsor.....	5,244	7,292
			Woodstock.....	658	778

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT APRIL 30, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) April 30, 1964	Previous Year April 30, 1963		(1) April 30, 1963	Previous Year April 30, 1963
<b>Manitoba</b> .....	<b>29,481</b>	<b>32,075</b>	<b>British Columbia</b> .....	<b>58,617</b>	<b>66,456</b>
Brandon.....	2,404	2,686	Chilliwack.....	1,530	1,533
Dauphin.....	1,782	1,976	Courtenay.....	656	898
Flin Flon.....	253	208	Cranbrook.....	1,270	1,358
Portage la Prairie.....	1,221	1,329	Dawson Creek.....	1,727	1,942
The Pas.....	551	563	Duncan.....	441	576
Winnipeg.....	23,270	25,313	Kamloops.....	2,042	1,692
<b>Saskatchewan</b> .....	<b>18,720</b>	<b>20,816</b>	Kelowna.....	1,501	1,616
Estevan.....	384	441	Mission City.....	959	1,019
Lloydminster.....	364	524	Nanaimo.....	732	733
Moose Jaw.....	1,350	1,512	Nelson.....	978	974
North Battleford.....	1,245	1,506	New Westminster.....	7,927	8,465
Prince Albert.....	2,589	2,829	Penticton.....	1,930	1,651
Regina.....	4,917	4,635	Port Alberni.....	506	662
Saskatoon.....	4,541	5,233	Prince George.....	3,285	3,454
Swift Current.....	608	632	Prince Rupert.....	1,808	1,975
Weyburn.....	282	402	Quesnel.....	1,575	1,831
Yorkton.....	2,440	3,102	Trail.....	880	1,090
<b>Alberta</b> .....	<b>35,294</b>	<b>38,942</b>	Vancouver.....	22,728	27,426
Blairmore.....	644	1,075	Vernon.....	1,721	2,105
Calgary.....	9,915	11,128	Victoria.....	3,883	4,005
Drumheller.....	650	693	Whitehorse.....	538	664
Edmonton.....	16,167	17,344			
Edson.....	553	747	<b>CANADA</b> .....	<b>587,216</b>	<b>652,234</b>
Grande Prairie.....	1,650	1,712			
Lethbridge.....	2,589	2,619	<b>Males</b> .....	<b>445,744</b>	<b>502,327</b>
Medicine Hat.....	1,240	1,326			
Red Deer.....	1,886	2,298	<b>Females</b> .....	<b>141,472</b>	<b>149,907</b>

(1) Preliminary subject to revision.

(2) Includes 942 registrations reported by the Magdalen Islands local office.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT.**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—February.....	4,335,000	3,727,900	607,100
January.....	4,337,000	3,738,400	598,600
1963—December.....	4,331,000	3,798,700	532,300
November.....	4,191,000	3,887,600	303,400
October.....	4,120,000	3,901,100	218,900
September.....	4,114,000	3,927,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
MARCH 31, 1964**

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Feb. 28 1964	Mar. 29, 1963
CANADA.....	597,250	165,325	231,152	168,791	31,982	607,144	685,292
Male.....	467,681	132,726	182,900	133,054	18,951	473,781	548,207
Female.....	129,619	32,599	48,252	35,737	13,031	133,363	137,085
Nfld.....	33,108	5,595	12,136	14,726	651	37,058	35,771
Male.....	30,893	5,194	11,276	13,942	481	34,545	34,112
Female.....	2,215	401	860	784	170	2,513	1,659
Prince Edward Island.....	6,640	629	2,693	3,198	120	7,105	7,046
Male.....	5,620	535	2,313	2,692	80	5,941	6,024
Female.....	1,020	94	380	506	40	1,164	1,022
Nova Scotia.....	40,324	9,884	17,043	11,753	1,644	37,611	40,059
Male.....	34,923	8,939	15,060	9,820	1,104	32,148	34,283
Female.....	5,401	945	1,983	1,933	540	5,463	5,776
New Brunswick.....	36,551	8,007	15,043	12,075	1,426	36,990	38,780
Male.....	30,384	7,048	12,934	9,543	859	30,301	32,674
Female.....	6,167	959	2,109	2,532	567	6,689	6,106
Quebec.....	187,461	53,783	74,809	47,796	11,073	186,445	215,779
Male.....	153,994	45,730	63,275	38,189	6,800	151,747	179,905
Female.....	33,467	8,053	11,534	9,607	4,273	34,698	35,874
Ontario.....	160,973	48,144	59,817	42,733	10,279	165,567	193,995
Male.....	113,417	34,651	42,249	30,777	5,740	117,309	143,492
Female.....	47,556	13,493	17,568	11,956	4,539	48,258	50,503
Manitoba.....	25,595	7,609	10,452	6,658	876	26,859	32,130
Male.....	19,272	5,907	7,743	5,078	544	20,398	24,719
Female.....	6,323	1,702	2,709	1,580	332	6,461	7,411
Saskatchewan.....	19,796	4,494	7,842	6,685	775	20,361	23,934
Male.....	16,092	3,310	6,443	5,850	489	16,353	19,332
Female.....	3,704	1,184	1,399	835	286	4,008	4,602
Alberta.....	33,344	10,742	12,349	8,536	1,717	33,122	35,593
Male.....	26,049	9,010	9,238	6,799	1,002	25,886	29,923
Female.....	7,295	1,732	3,111	1,737	715	7,236	5,670
British Columbia.....	53,458	16,438	18,968	14,631	3,421	56,026	62,205
Male.....	36,987	12,402	12,369	10,364	1,852	39,153	43,743
Female.....	16,471	4,036	6,599	4,267	1,569	16,873	18,462

\* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
MARCH, 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,402	4,629	773	5,270	4,655	615	2,039
Prince Edward Island.....	996	848	148	990	880	110	361
Nova Scotia.....	10,576	8,497	2,079	6,969	6,105	864	5,602
New Brunswick.....	9,257	7,300	1,957	8,567	7,535	1,032	3,270
Quebec.....	60,810	44,010	16,800	61,010	51,975	9,035	21,248
Ontario.....	54,561	38,240	16,321	53,226	44,036	9,190	19,506
Manitoba.....	7,646	6,003	1,643	8,133	6,989	1,144	1,590
Saskatchewan.....	4,823	3,922	901	4,468	3,814	654	1,872
Alberta.....	10,473	7,735	2,738	9,793	8,054	1,739	3,907
British Columbia (incl. Yukon Territory)	17,747	11,502	6,245	16,377	13,515	2,862	5,952
Total, Canada, March 1964.....	182,291	132,686	49,605	174,803	147,558	27,245	65,347
Total, Canada, February 1964.....	171,591	129,237	42,354	183,784	149,699	34,085	57,859
Total, Canada, March 1963.....	195,918	143,626	52,292	193,232	165,428	27,804	61,090

\* In addition, revised claims received numbered 41,138.

† In addition, 42,360 revised claims were disposed of. Of these, 4,085 were special requests not granted and 2,969 appeals by claimants. There were 10,386 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MARCH 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	155,069	3,788,111
Prince Edward Island.....	28,936	652,675
Nova Scotia.....	135,489	3,110,284
New Brunswick.....	127,599	2,883,334
Quebec.....	676,042	17,134,482
Ontario.....	560,977	14,146,734
Manitoba.....	91,308	2,264,976
Saskatchewan.....	72,549	1,818,907
Alberta.....	109,429	2,798,903
British Columbia (including Yukon Territory).....	193,654	4,952,192
Total, Canada, March 1964.....	2,151,052	53,550,598
Total, Canada, February 1964.....	2,013,817	50,127,417
Total, Canada, March 1963.....	2,476,641	61,287,118

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1950—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1964**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	April 1963	March 1964	April 1964							
①St. John's, Nfld..	119.5	120.4	120.3	116.9	115.8	113.8	121.7	164.1	148.5	101.6
Halifax.....	131.2	131.6	131.8	125.6	133.5	128.6	137.4	167.4	168.4	124.5
Saint John.....	133.2	134.3	134.3	131.5	132.6	126.4	142.4	186.7	153.1	124.5
Montreal.....	132.2	134.5	134.7	137.5	135.2	111.3	159.9	173.7	150.3	122.3
Ottawa.....	133.4	135.5	135.9	133.3	137.4	123.7	158.4	171.0	147.5	125.3
Toronto.....	133.6	136.4	136.6	129.9	140.4	124.9	141.4	163.7	187.7	123.3
Winnipeg.....	129.3	131.7	132.0	130.1	128.8	125.5	136.1	180.3	139.8	127.2
Saskatoon-Regina..	128.0	128.9	129.3	128.1	127.3	131.5	135.6	147.5	146.5	119.9
Edmonton-Calgary..	127.4	127.8	128.0	123.6	126.6	127.8	130.0	169.9	144.9	119.8
Vancouver.....	131.8	132.1	132.6	130.9	135.2	121.6	139.2	154.8	150.8	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963—April.....	27	43	8,547	47,050	0.05
May.....	31	47	6,361	30,020	0.03
June.....	43	65	7,442	78,420	0.07
July.....	32	66	17,647	181,910	0.15
August.....	31	58	11,882	75,130	0.07
September.....	31	64	9,643	87,760	0.08
October.....	51	83	26,625	143,980	0.12
November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964—January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, APRIL 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	4	595	4,310
Manufacturing.....	19	3,992	59,800
Construction.....	11	1,939	14,210
Transpn. & utilities.....	2	423	2,120
Trade.....	3	14	270
Finance.....			
Service.....	1	89	360
Public administration.....	1	1,565	7,830
All industries.....	41	8,617	88,900

**TABLE G-3—STRIKES AND LOCKOUTS, APRIL 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	30	150
Prince Edward Island.....			
Nova Scotia.....	1	47	140
New Brunswick.....	1	127	2,790
Quebec.....	8	1,270	12,770
Ontario.....	19	2,662	22,500
Manitoba.....	1	156	700
Saskatchewan.....			
Alberta.....	1	46	1,100
British Columbia.....	7	3,666	46,230
Federal.....	2	613	2,520
All jurisdictions.....	41	8,617	88,900

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
APRIL 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			April	Accu- mulated		
<b>MINES</b> <i>Metal</i> Manitou Barvue Mines, Val d'Or, Que.	Steelworkers Loc. 4653 (AFL-CIO/CLC)	300	3,000	11,700	Feb. 20 Apr. 15	Wages, hours, holidays, welfare benefits, vacations~21¢ an hr. increase spread over the life of the contract, retroactive bonus of \$50.; voluntary check-off, improved vacations, and working conditions.
Rio Algom Milliken Mine, Elliot Lake, Ont.	Steelworkers Loc. 5615 (AFL-CIO/CLC)	220	550	550	Apr. 21 Apr. 22	Calculation of severance pay ~Severance pay to be \$6. a mo. for each month worked.
<b>MANUFACTURING</b> <i>Clothing</i> Fashion Craft, Victoriaville, Que.	Clothing Workers' Federation (CNTU)	266	5,850	6,210	Mar. 30 .....	Lay-off of one employee~
<i>Wood</i> Weyerhaeuser Canada, Sault Ste. Marie, Ont.	Woodworkers Loc. 2-1000 (AFL-CIO/CLC)	390	390	8,970	Feb. 28 Apr. 2	Wages, group insurance, pension plan~14¢ an hr. increase for labourers, 11¢ an hr. for all other classifications, improved group insurance.
Geo. Burchill & Sons, South Nelson, N.B.	Woodworkers Loc. 2-306 (AFL-CIO/CLC)	127	2,790	3,810	Mar. 19 .....	Union shop, dues check-off, promotional and lay-off policy~
<i>Primary Metals</i> Algoma Steel, Sault Ste. Marie, Ont.	Steelworkers Loc. 2251 (AFL-CIO/CLC)	138	280	280	Apr. 19 Apr. 21	Change in working schedules ~Return of workers pending further discussions.
<i>Metal Fabricating</i> American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	177	3,890	13,310	Jan. 16 .....	Production standards, wages, fringe benefits~
<i>Transportation Equipment</i> Victoria Machinery Depot and Yarrows Ltd. Victoria, B.C.	Boilermakers Loc. 191 (AFL-CIO/CLC) and various other unions	1,555 (46)	27,990	88,550	Feb. 5 Apr. 27	Wages, fringe benefits~40¢ an hr. increase over 3 years in the ratio of 15¢, 10¢, and 15¢ retroactive to Oct. 14, 1963; 3 weeks vacation after 10 years, other improvements.
Burrard Dry Dock, North Vancouver, B.C.	Various unions	487 (87)	9,400	28,450	Feb. 6 .....	Wages, holidays, duration of contract~
<i>Electrical Products</i> Smith and Stone, Georgetown, Ont.	District 50 Loc. 14161 (Ind.)	542	4,880	4,880	Apr. 12 .....	Wages~
<b>CONSTRUCTION</b> Metropolitan Toronto Sewer and Watermain Contractors' Assoc., Toronto, Ont.	Various unions	728	9,750	21,350	Mar. 9 Apr. 27	Wages~Most workers received an increase of 15¢ an hr. Apr. 20, 1964, 10¢ Feb. 1, 1965, 10¢ an hr. Feb. 1, 1966; other improved benefits.
Grand Rapids Constructors, Grand Rapids, Man.	Various unions	156	700	2,260	Mar. 17 Apr. 9	Wages~15¢ an hr. increase. 4% guaranteed vacation pay, retroactive to Mar. 1, 1964.
Various construction contractors, Kirkland Lake, Ont.	Various unions	350	530	530	Apr. 6 Apr. 7	Drinking water supply on project~Return of workers when dispute settled.
Dravo of Canada, Pointe Noire, Que.	Unorganized	490	980	980	Apr. 8 Apr. 10	Union recognition~Return of workers, representation vote to be taken.



TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
APRIL 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			April	Accu- mulated		
TRANSPN. & UTILITIES <i>Transportation</i> Nfld. Employers' Assoc., St. John's, Nfld.	Longshoremen's Protec- tive Union (Ind.)	393	1,970	1,970	Apr. 24 .....	Mechanization, number of workers in gangs, sling loads, moving workers from one job to another~
PUBLIC ADMINISTRATION <i>Local Administration</i> City of Vancouver, Vancouver, B.C.	Civic Employees' Union Outside Workers (Ind.)	1,565	7,830	7,830	Apr. 24 .....	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of

productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.





CANADA

THE

# ABOUT AZETTE



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(Continued on page three of cover)



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## Canadian Government Annuities

*Another 6,000 Canadians came under Government Annuities Act during fiscal year just ended. Sales of new annuities still dropping but increase in interest rate expected to change this*

During the fiscal year that ended March 31, an additional 6,157 Canadians came under the security provisions of the Government Annuities Act, which is administered by the Annuities Branch of the Department of Labour. The Branch has just completed its annual report.

The new business for the year amounted to 3,474 deferred annuities, 213 immediate annuities, and 7 group contracts covering 76 employees. The number of new employees entering old groups was 2,394, largely replacing employees who had retired, died, or left their employer's service.

Most of the new deferred annuities were registered for tax exemption on premiums under Section 79B of the Income Tax Act.

Sales of new annuities continued their downward trend during the year. In expectation of an increase of new business, the rate of interest for immediate annuities and group annuities was increased, effective April 1 this year (L.G., June, p. 461). The new premiums will be comparable to those of other underwriters.

At the end of the year there were 207,865 persons insured under 1,365 pension plans, of whom 155,586 were employees at work and 52,279 held paid-up deferred pensions by reason of termination of service before retirement age. There were 90,473 individual deferred annuity contracts in force.

Approximately 72,000 persons are receiving annuities under 90,607 contracts and certificates. During the year, 3,491 employees retired on pension and 2,398 individual contracts matured for payment of annuity.

About 22,250 annual statements were prepared for tax purposes for Registered Retirement Savings Plans.

Premium income decreased by \$8.1 million from the previous year and cash disbursements exceeded the premium income by \$27.6 million. Interest of \$48.3 million produced an increase of \$19.8 million in the account during the year, however.

The Government Annuities Account produced a surplus of \$878,000 for the year. Over the past ten years there have been six surpluses and four deficits, the result of mortality fluctuations from year to year, for a net surplus of \$1,194,000.

The average age of persons drawing annuities was 70.5 for men and 70.3 for women. The average age at death for the 4,067 deaths reported was 75.4 for men and 80.3 for women.

The guiding principle of Canadian Government Annuities was stated in the preamble of the original Government Annuities Act of 1908: "whereas it is in the public interest that habits of thrift be promoted and that the people of Canada be encouraged and aided thereto so that provision may be made for old age; and whereas it is expedient that further facilities be afforded for the attainment of the said objects. . . ."

The sale of annuities began on September 1, 1908. The price of an annuity was moderate, premium payments were flexible, and the cost of administration was borne by the Government. Generally, a purchaser made his payments at the post office, where they were entered in his passbook; but he could remit them direct to Ottawa. These basic conditions have remained unchanged.

The maximum annuity was originally set at \$600. Five years later the limit was raised to \$1,000. In 1920 the Government, in order to attract revenue, departed somewhat from the original purpose of the Act and increased the maximum annuity to \$5,000. The limit was reduced to \$1,200 in 1931 and has remained at that amount since. Bills to amend the Act in this, and other, aspects were introduced in Parliament in 1948 and 1951 but were not passed.

The original premium basis remained in effect until 1936, when it became evident that annuitants were living longer than anticipated by the premium scale. Premiums were temporarily increased by 15 per cent, and a mortality study was made. From the study came a new mortality basis, adopted in 1938, providing for greater longevity of annuitants. The mortality basis was changed again in 1948, in 1952 and in 1957. The basis adopted in 1957 has a built-in allowance for future increases in longevity.

The Government Annuities Act was administered at the outset by the Minister of Trade and Commerce, was transferred to the Post Office Department in 1912 and to the Department of Labour in 1922. The Annuities Branch has 46 sales offices across Canada.



## 50 Years Ago This Month

*"Probably most disastrous industrial accident in history of Canada" causes death of 189 Alberta coal miners. Women's club conducts inquiry into working conditions in Winnipeg stores*

A coal mining accident was described in the July 1914 issue of the *LABOUR GAZETTE* as "probably the most disastrous industrial accident in the history of Canada." It resulted in the loss of 189 lives.

This journal's report said that the accident, which occurred at Hillcrest, Alta., on June 19 of that year, appeared to have been the result of an explosion, the cause of which was not then known.

At the time the accident occurred, 237 miners were underground. "A large proportion of the victims were of foreign birth, and the Department of Labour received requests from the consuls of the different countries requesting information as to the persons concerned," the report said.

The Minister of Labour sent the western fair wages officer of the Department to the scene of the accident to make a report. His report included a copy of a public appeal issued through the press by the MLA for Rocky Mountain, asking for contributions for the relief of the families of the victims, nearly all of whom were stated to have been heads of families. The appeal said that monetary contributions could be sent to the Union Bank in Bellevue, Alta., to be placed to the credit of a locally organized relief committee. Contributions of food or clothing were to be addressed to the same committee, and would be forwarded free of charge if handed to any Canadian Pacific Railway agent.

The Department's official obtained a list of the names of those who had perished. "These were telegraphed to the Department at Ottawa, and information taken therefrom as to the different nationalities of the victims was forwarded to the different Consuls-General, also to the High Commissioner's office in London, England, as to those of British origin, and to the Canadian Commissioner in Paris as to those of French birth," the *GAZETTE* reported.

"The list furnished showed many British victims, and many who had belonged to Austria-Hungary, a smaller number from Italy, and a few from France and Belgium. A good many of the English-speaking miners who lost their lives came from Nova Scotia."

Shortly after the accident, the Alberta Government appointed a judge of the prov-

ince as a Royal Commissioner to begin an immediate inquiry into the cause of the disaster.

### Working Conditions in Winnipeg Stores

The same issue of the *LABOUR GAZETTE* published a report of an inquiry into the conditions of work of women and girls employed in four department stores in Winnipeg. The four stores together employed from 2,432 to 3,200 women and girls, depending on the season. The inquiry was conducted by a committee of the Women's University Club of Winnipeg.

The committee found that, as to the construction of the buildings, conditions were fairly satisfactory. "The chief defect lay in the inadequate depth of the vestibules, endangering the health of the employees who work near the entrances in the winter. . . .

"In all the stores, seats are provided for the employees, in accordance with the law, but it is observed that sitting during business hours is not a prevailing custom in these stores, and the opinion is expressed that the customer as well as the employer needs education on this point."

Only one of the stores provided a rest room for its saleswomen, the report said. "The need of the floor cashiers for periodic relief is suggested, as they are compelled to send a messenger to the office for a substitute."

Only the largest store carried on any organized welfare work, and this store maintained three nurses.

Working hours in three of the stores were from 8.20 a.m. to 6 p.m., and in the fourth from 8.20 a.m. to 5.30 p.m.

No children under 14 years of age were employed, and all the stores required girl employees between 14 and 18 years of age to live at home or with friends who would be responsible for them.

The starting wage for young girls was \$5 a week, and wages of juniors ranged from \$5 to \$8 a week. The only women 18 years of age or older earning less than \$9 were waitresses, who received \$7 and two meals a day, and millinery apprentices. For most saleswomen the highest wage was stated to be probably \$20 a week, and the average between \$15 and \$18.

### Thomas B. Ward New Unemployment Insurance Commissioner

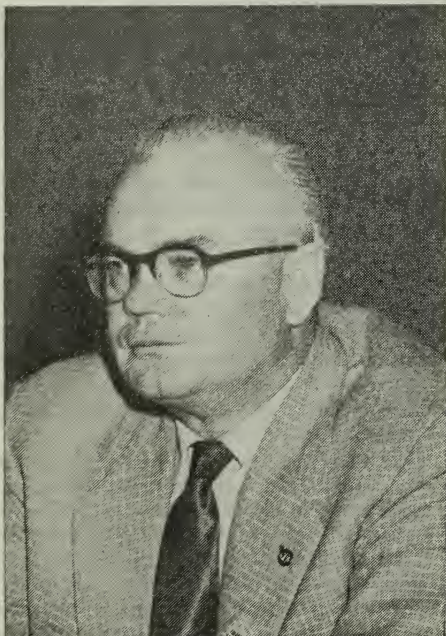
Thomas B. Ward, Director of the Department of Provincial Federations and Local Labour Councils for the Canadian Labour Congress, last month was appointed a Commissioner of the Unemployment Insurance Commission. He succeeds A. F. MacArthur (L. G. 1959, p. 573).

The announcement by the Minister of Labour follows consultation with organizations representative of workers, in keeping with the Unemployment Insurance Act.

A former school teacher in Saskatchewan, Mr. Ward moved during the Second World War to Flin Flon, Man., where he was employed with the Hudson's Bay Mining and Smelting Company. In 1944, in association with other employees, he formed the Flin Flon Base Metal Workers' Federal Union and served as its first President.

He was also instrumental in organizing the Flin Flon and District Labour Council and was the first President. He was a member of the Manitoba Provincial Executive of the Trades and Labour Congress of Canada until 1954, when he moved to Ottawa as TLC Director of Political Education.

In 1955 he was elected Secretary of the Union Label Trades Department of the TLC and has been re-elected every year since.



Thomas B. Ward

He has held his present position since the founding of the CLC in 1956.

Mr. Ward has been a member of the National Employment Committee since 1955.

His appointment as Commissioner of the UIC for a five-year term was effective June 22.

### Employment Questions Will Dominate Future Industrial Relations—Minister

Employment questions will dominate Canadian industrial relations in the future, the Minister of Labour predicted in an address at a conference at Queen's University, Kingston, Ont.

"Full employment, unemployment, seasonal unemployment, dislocations in employment, hardship and welfare needs caused by unemployment are all questions that overshadow others in the affairs of government, industry and labour even in times when, as today, there is a relatively high rate of employment," he said.

"The prosperity of business, the welfare of labour and the successful functioning and fate of governments depend upon the provision of jobs for persons newly entering the labour force and for those who are displaced from employment by automation and technological change."

The "all-pervading" nature of these problems place their solution beyond the scope of present collective bargaining methods, or of labour and management co-operation at the plant level, said the Minister.

"These social and economic problems will increasingly give rise to a smaller amount of attention at the plant level in favour of broad social pressures on governments for improvements in living and working conditions in order to create jobs and job opportunities."

The role of labour and management will lie in co-operating with each other and with governments for the solution of social and economic problems generally, said Mr. MacEachen.

Unemployment fell to less than 2 per cent in Britain during 1963. Industrial production rose 8 per cent in the same period. The official Economic Report says that at year's end, in terms of real income, production and employment, the economy was showing the beneficial effects of the strong expansion of demand that had taken place since the end of 1962.



## Secretary of Labor Says U.S. Piling Up "Human Scrap Heap"

At a Los Angeles seminar on automation and technological change last month, U.S. Secretary of Labor W. Willard Wirtz observed that "we are piling up a human scrap heap of between 250,000 and 500,000 people a year, many of whom never appear in the unemployment statistics."

The seminar was jointly sponsored by the President's Advisory Committee on Labour-Management Policy and the Institute of Industrial Relations of the University of California.

### Cannot Find Work

Mr. Wirtz explained the "human scrap heap" was composed of persons who, as a consequence of technological development, of their own educational failures, of environments of poverty, and of other causes that disqualify them for employment in a skilled economy, cannot and will not find work without special help.

He said these people are often not counted among the unemployed because they have given up looking for work and thus count themselves out of the labour market. The rate of non-participation in the labour force by men in their prime years rose from 4.7 per cent in 1953 to 5.2 per cent in 1963.

## U.S. Department of Labor Reports On First National Training Survey

The first national survey of training of United States workers has found that only about half of all workers had received formal job training.

A report by the U.S. Department of Labor, as required under the Manpower Development and Training Act 1962, shows that, of the 61,00,000 workers aged 22 to 64 years:

—28,000,000, or 46 per cent, have had no formal job training;

—24,000,000, or 40 per cent, have had some formal job training (a specific course of six weeks or more); and

—9,000,000, or some 14 per cent, have been to college for three years or more.

### Other Findings

Among others of the report's many findings were these: Industry is a "comparatively minor source of formal training," women received most of their formal training in high schools, and although educational levels of the work force are rising, more

than 3,000,000 workers still have less than five years schooling and about 30 per cent of all young people still drop out of school before completing high school.

## Membership of U.S. Unions Begins To Climb after 5-Year Decline

Union membership of unions with headquarters in the United States rose slightly in 1962 after being in decline since 1957, a U.S. Labor Department study shows.

Total union membership in 1962 was 16,586,000, a gain of 283,000 over the 1961 total, according to the Department's latest biennial report. In 1956 membership reached a peak of 17,490,000.

Union membership as a proportion of the total labour force climbed from 22 per cent in 1961 to 22.2 per cent in 1962.

One of the principal factors in the increase in membership was a gain in the number of union members in government service, encouraged by the 1962 Executive Order giving official recognition to federal workers' right to organize.

The unions lost 541,000 members in manufacturing and 86,000 in private non-manufacturing sectors between 1960 and 1962. In government, however, membership rose by 150,000.

## U.S. Equal Pay Law Takes Effect For More Than 7 Million Women

The United States Equal Pay Act of 1963 took effect on June 11, one year after it became law. The new law amends the Fair Labor Standards Act and forbids employers from discriminating in wages solely on the basis of sex. More than 7,000,000 women come under its jurisdiction.

### Major Provisions

The major provisions of the law are:

—Employers are required to pay equal wages within their establishments to men and women doing equal work on jobs requiring equal skill, effort and responsibility.

—Employers may not reduce the wage rate of any employee (notably male employees) to eliminate a prohibited wage differential based on sex.

—A union representing employees may not cause or attempt to cause an employer to discriminate against an employee in violation of the equal pay provision.

The law exempts wages paid under a seniority system, a merit system, or pay based on quantity or quality of production, or any factor other than sex.

## Report on First Year of Kaiser Long-Range Sharing Plan

The Kaiser Steel Company and the United Steelworkers of America have issued a joint report on the first year's operation of their Long-Range Sharing Plan. (L.G., Feb., p. 101).

The plan went into effect on March 1, 1963 and the report covers the period ended February 29, 1964.

The highlights of the report were:

—The total dollar gains—or savings—under the plan in the period covered were an estimated \$10.5 million.

—The employees' share of the gains or savings was \$3.8 million.

—The employees' share amounted to 41 cents an hour, an estimated 16 per cent of standard hourly rates, which added up to an average of \$850 per employee affected.

—Sharing Plan earnings of employees in the lowest of the five job groups under the plan averaged 27 cents an hour (10.6 per cent of standard hourly rates) or approximately \$550 for the year. Employees in the highest job group averaged more than 91 cents an hour (more than 35 per cent of standard rates) or about \$2,000.

In addition to the employee payments, a fund is being accumulated at a uniformly increasing rate in a reserve each month to cover the cost of the 1963 steel agreement improvements such as insurance and extended vacations, and the cost of future improvements in wages and benefits negotiated with the steel industry last year.

## Manufacturers' Profits Average 5.4 Cents on Sales Dollar in 1963

Corporate profits in Canada in 1963 averaged 5.4 cents on each dollar of sales, it was found in the 16th annual survey of Canadian Manufacturers' Association member companies.

The 946 companies included in the survey employed more than half a million Canadians and had sales last year totalling \$11,815,798,000.

At 5.4 cents, the 1963 average profit on the sales dollar was up three-tenths of a cent from the 1962 figure of 5.1. This was the third consecutive gain from the 1960 low point of 4.4.

The 5.4 cents figure corresponded exactly with the average for the 16-year period over which the survey had been conducted.

The survey also showed that one company in every nine made no profit at all in 1963.

## In Parliament Last Month (page numbers refer to Hansard)

The Government's intention of repeating both the Municipal Winter Works Incentive Program and the winter house-building incentive program in 1964-65 was announced by the Minister of Labour on June 23 (p. 4595). He said that the latter program, which had been "introduced on an experimental basis last winter, was successful beyond all expectations." He intimated that the Government was making the announcement at that time "so as to allow municipalities and the construction industry adequate time to engage in advance planning."

On June 22, the Minister of Labour tabled the English and French texts of a Convention and two Recommendations adopted at the International Labour Conference in Geneva in June 1963 (p. 4536). The Convention and one of the Recommendations related to the sale, hire and use of inadequately guarded machinery, and the other Recommendation dealt with the termination of workers' employment at the initiative of the employer. In accordance with past practice, the Minister said, the instruments would be officially brought to the attention of the provinces.

On June 18, the Prime Minister proposed a motion for the amendment of the British North America Act, to be laid before the Parliament of the United Kingdom, to empower the Parliament of Canada to make laws relating to old age pensions, and survivors' and disability benefits (p. 4435). On June 19, after upholding in a division a ruling by the Speaker that a proposed amendment was out of order, the House agreed to the motion (p. 4521).

During the month, Bill C-102 to amend the National Housing Act to provide further assistance to municipalities carrying out urban renewal programs and public housing projects, and to authorize the Central Mortgage and Housing Corporation to make and insure loans by approved lenders to owners of existing houses in areas included in urban renewal programs, was given first (p. 3826), second (p. 4076) and third reading (p. 4097). The bill received Royal Assent on June 18 (p. 4481).

On June 19, the Minister of Justice tabled the first volume of the report of the Royal Commission on Health Services (p. 4505).



# Third Meeting, National Advisory Council on the Rehabilitation of Disabled Persons

*Voices belief that unemployed handicapped persons entitled to same training allowances as able-bodied unemployed, urges steps to increase NES capability for placement of disabled*

At the third meeting of the National Advisory Council on the Rehabilitation of Disabled Persons, held in Ottawa on May 25 and 26, Council members expressed the belief that unemployed handicapped persons should be entitled to the same scale of training maintenance allowances as the able-bodied unemployed.

The Council recommended that:

—The federal Government should undertake a study to determine staff requirements and policy changes to increase National Employment Service capability for placement services for handicapped persons, and that similar studies should be undertaken at the provincial level.

—Assistance coverage for the disabled under the Vocational Rehabilitation of Disabled Persons Act should be expanded to include the socially handicapped.

—The federal Government should contribute to capital and operating costs of sheltered workshops, under the Vocational Rehabilitation of Disabled Persons Agreement.

—Academic training of adult handicapped that could lead to further vocational training should be assisted by the federal and provincial Governments in a joint cost-sharing program providing for tuition and maintenance, and transportation for individuals who must be brought to a centre where training can be provided.

—More uniformity in rehabilitation should be achieved among the provinces and in the different programs.

## Chairman's Remarks

"The Government's part in social welfare and cultural activity does not detract from the scope, meaning and effectiveness of professional work in private agencies, nor does it eliminate the need for experiment and service by voluntary groups," said Brig. James L. Melville, Council Chairman, in opening the meeting.

Referring to the slowly but steadily rising number of Canadians who had been rehabilitated in recent years, Brig. Melville went on to say that the primary concern in this field today was to ensure that the services of vocational rehabilitation were made

available to all of the many people who could benefit from them.

Dr. George V. Haythorne, Deputy Minister of Labour, in his remarks welcoming the members, said he had been pleased to note that in the past year there had been further expansion of the federal-provincial vocational rehabilitation program, and that we now had knowledge of a large body of Canadians who, in spite of serious handicap, had been re-established as useful members of society.

To achieve its full significance, the program for which Council was responsible had to be regarded as an important part of the fight against unemployment and dependency, he said.

## Report of National Co-ordinator

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, said the deliberations of the Council were assuming greater importance than ever before. In the past year, as the economy had expanded and as employment opportunities increased, there had been much evidence that all concerned with the health, welfare and employment of our people were becoming deeply concerned that positive action be taken in a vigorous effort to reduce the incidence of dependency throughout Canada.

"As we endeavour to translate concern into action," Mr. Campbell continued, "we must determine ways in which the principles of vocational rehabilitation can be used in Canada to the best purpose."

The provision of counselling, medical, social and vocational assessment, followed where indicated by services of restoration, training and placement, were essential ingredients of any program to re-establish those who had difficulty in assuming their proper place within the labour market.

These services were already incorporated by legislative authority within the Vocational Rehabilitation of Disabled Persons Act, but to avoid duplication of effort and competition for scarce resources and training staff, consideration could be given to broadening the application of the Act so that, in co-operation with other government and voluntary agencies, a vigorous

campaign could be developed to promote self-reliance and independence.

Mr. Campbell went on to say that it had been encouraging to note that since the passing of the Vocational Rehabilitation Act in 1961, there had been a steady increase in the number of individuals who had benefited from rehabilitation services and had been enabled to look after their own needs.

Unfortunately, he added, the growth had not been even across the country and the number served was still but a small fraction of those who needed rehabilitation services.

### **Placement of Disabled Persons**

In his report on the placement of disabled persons, C.A.L. Murchison, Commissioner, Unemployment Insurance Commission, emphasized the importance of selective placement.

He drew attention to the fact that selective placement did not end with the actual placement of a handicapped person; a follow-up had to be made to see that the individual had secured a proper adjustment in his position. At the outset, Mr. Murchison had stated his preference for the term "handicapped" over "disabled," as the latter connoted a finality.

He reported that the National Employment Service had increased its staff of Special Services Officers, who were active in selective placement, but that it had not yet been possible to fill many openings.

During the fiscal year 1963-64, Special Services Officers of the NES had selectively placed a total of 18,457 handicapped persons in the 10 provinces. All of these were individuals who required a certain degree of presentation to employers. These officers had conducted some 119,000 counselling interviews during the period.

### **Medical Rehabilitation**

A report from the Medical Rehabilitation Division, Department of National Health and Welfare, prepared by Dr. K. H. Running of the Division, was presented to the Council.

Expenditures under Medical Rehabilitation and Crippled Children Grant funds for 1963-64 increased by some \$200,000, or about 8 per cent. The report underlined the importance of having adequate rehabilitation staff, and reported important progress here.

A new school of physiotherapy was formed last fall at Dalhousie University, sponsored jointly by Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland. A school of occupational therapy

is also said to be in the planning stage to alleviate acute personnel shortages in the Maritime Provinces.

A new school of physiotherapy is being planned for the University of Saskatchewan and possibly one or two more are projected for other areas in Canada. Further, a new school is planned for Laval University.

The report also dealt with speech therapy, and described as well the work of three special centres and of special courses organized in 1963 following a report by the special committee on thalidomide deformities.

The Division's report pointed out that, since 1960, the number of approved projects has grown from 38, receiving some \$750,000 annually, to about 100 projects in 1963, receiving assistance of some \$2,000,000.

### **Motions Presented**

Three motions on medical rehabilitation, prepared by Dr. Gustave Gingras, Executive Director, Rehabilitation Institute of Montreal, were presented to the Council. In essence, they proposed that:

—The Council should continue to press for duty-free entrance into Canada of certain essential rehabilitation appliances, equipment and self-help aids (L.G., June 1963, p. 480).

—The Council and certain other affected bodies should press for the establishment of registries of disabilities and disabled persons in all provinces of Canada.

—The Council should recommend that "the excellent service" now provided by the Department of Veterans Affairs in filling prosthetic needs of veterans, the extent of which would decline in the future, be transferred to some other responsible organization so that "it may be maintained and expanded for the benefit of all Canadians."

All three motions were passed by the Council.

### **Report of Provincial Co-ordinators**

The Council was presented with a report by the Provincial Co-ordinators of Rehabilitation, arising from a meeting they held in Ottawa on May 21 and 22. They suggested certain changes in the federal-provincial Vocational Rehabilitation of Disabled Persons Agreement, and in Program 6—Training for the Disabled—of the Technical and Vocational Training Agreement.

Several recommendations by the Provincial Co-ordinators resulted in resolutions by the Advisory Council.



One suggestion by the Provincial Co-ordinators dealt with Unemployment Insurance Commission regulations concerning candidates for vocational training under Program 6 who may be entitled to unemployment insurance benefits. The fact that a letter from the National Employment Service confirming claim status was required in each case often delayed an applicant's admittance to training for as long as three weeks.

In the ensuing discussions, it was the consensus that no change in the regulations was necessary, and that the problem probably arose from the regional NES offices' interpretation of the regulations. It was agreed that this matter could be resolved without a change in regulations.

A resolution concerning NES responsibilities under Schedule 4 of the Vocational Rehabilitation of Disabled Persons Act proposed that the federal Government undertake a study to determine staff requirements and policy changes to increase NES capability for placement of handicapped persons, and that similar studies should be undertaken at the provincial level.

It was pointed out in discussion that this resolution did not constitute a criticism of the NES. Mr. Murchison informed the Council that the staff of Special Services Officers had been increased but that some offices still did not have such a staff.

The resolution was passed.

#### *Training for the Socially Handicapped*

Although the physically and mentally handicapped have been subject to much successful vocational rehabilitation, the Provincial Co-ordinators in their report said that welfare officials were suggesting the same process be applied to chronic welfare recipients or new welfare applicants—the socially handicapped. Extending the services of Program 6 to these individuals would accomplish this and would seemingly require no change in legislation, the Co-ordinators believed. The Advisory Council passed a resolution to this effect.

#### *Sheltered Employment*

Another resolution adopted by the Council recommended that the federal Government contribute to capital and operating costs of sheltered workshops under the Vocational Rehabilitation of Disabled Persons Agreement. It resulted from another suggestion by the Provincial Co-ordinators.

On sheltered employment, the Co-ordinators' report also undertook to define and describe sheltered employment in terms of work assessment and work training.

It proposed that costs of providing sheltered employment facilities and operating them be shared by the various jurisdictions. For example, capital costs should be shared equally by three jurisdictions: the federal and provincial Governments, and the voluntary agency or local public jurisdiction.

Further, it was suggested that all federal funds for sheltered workshops be channelled through the provincial rehabilitation authorities.

In the discussions on sheltered employment, Mr. Campbell stressed the importance of this phase of rehabilitation, especially where it constituted an important transitional period to regular employment.

#### *Academic Training for Adult Handicapped*

As a result of a suggestion in the Provincial Co-ordinators' report, the Council passed a resolution to the effect that the academic training of handicapped that could lead to further vocational training should be assisted by the federal and provincial Governments in a joint cost-sharing program. Such a program would provide for transportation costs and living allowances for individuals who must be brought to a centre where training can be provided; in cases where the individual is above school age, costs of tuition, maintenance and transportation should be shared.

The Provincial Co-ordinators had pointed out there were occasional cases where a handicapped person over 21 years of age required a full year of academic education before he could apply for admission to technological or university training. The existing provision for cost-sharing to cover university training should be interpreted to accommodate such cases, they believed.

#### **Discussion of Act**

In a discussion of what further might be accomplished under the Vocational Rehabilitation of Disabled Persons Act, Ian Campbell, National Co-ordinator of Civilian Rehabilitation, said it was necessary to do something more dynamic to tackle the question of unemployment and dependency.

Persons unemployed for prolonged periods should be looked after differently from letting them pass on to the welfare area, Mr. Campbell thought. He expressed the belief that the NES should become a dynamic job-seeking body, and in connection with welfare agencies, could make all efforts necessary to rehabilitate such cases.

The view was expressed in the Council that perhaps there should be two arms, one to determine who needs assistance, and the other to see that everybody who needs it is rehabilitated. The need for more integration of various services was also emphasized, and the belief was voiced that rehabilitation officers had to spend too much time, and pay too much attention to payments and related duties instead of using this time to rehabilitate applicants.

Additional opinions were that: there should be more co-operation and co-ordination within the provinces, and welfare agencies should stress rehabilitation instead of welfare assistance.

With regard to federal participation in rehabilitation costs, various Council members believed that the disparity in federal cost-sharing between Program 5—Training for the Unemployed—and Program 6, involving the disabled, should not exist, and that the handicapped in training should receive as much in allowances as the able-bodied unemployed in training.

Dr. George V. Haythorne, Deputy Minister of Labour, said that the difference in federal assistance in the two programs was not intended to favour one program over another; it was a case of determining what rate of federal assistance was actually required for any particular program. If the provincial Governments believed a larger share would provide the extra stimulus to accelerate this rehabilitation program, then changes might be considered, he implied.

#### Additional Reports

A "Report of the Medical Committee on Early Referral of Treatment Cases to Vocational Rehabilitation" was presented by its Chairman, Dr. O. Hoffman, Chief, Medical Rehabilitation Division, Department of National Health and Welfare.

The Medical Committee suggested that:

—There be adequate assessment and review of recipients of social assistance for rehabilitation potential, and that an appropriate rehabilitation report form be used by welfare departments for all applicants having a health problem.

—There be development of registries of crippled children and adults, employing standards common to all provinces, with periodic review of registries for the identification of rehabilitation candidates.

—Medical data on applicants for disability allowance be provided to rehabilitation and registry services for identification of possible candidates for rehabilitation.

—There be developed in general hospitals a rehabilitation committee composed of the appropriate medical and para-medical staff, including medical social service, and that the committee have primarily a case finding function, to assure that all patients, including out-patients, who can benefit from rehabilitation procedures are referred to the appropriate community resource.

—Vocational rehabilitation counsellors be assigned to regular visiting of hospitals.

—The National Employment Service be included in all planning relative to rehabilitation programs at community level, and . . . that the Special Services Officers (Placement) work directly with the rehabilitation programs.

Another report, on the training of disabled persons under Program 6, was given by W. J. Hurd, chief of adult trade and occupational training and retraining, Technical and Vocational Training Branch. It reported that:

—A total of 3,345 men and women took training last year, compared with about 1,200 in 1958 and fewer than 700 under similar programs in 1954.

—A total of 224 training-on-the-job contracts were arranged last year.

—The education of retarded children is gaining more attention through a few vocational training programs for them under Program 6.

—Many new schools that have been built incorporate facilities for handicapped persons.

In a report submitted by the Civilian Rehabilitation Branch, it was revealed that in the past fiscal year, a total of 2,134 individuals had been rehabilitated. Of this total, 2,038 had been able to return to regular employment.

The cost of maintaining these individuals and their 1,684 dependants had amounted to \$1,363,065 a year. Now, after rehabilitation, their collective earnings are \$4,245,004 a year.



# 93rd Annual General Meeting of The Canadian Manufacturers' Association

*Chairman of Economic Council of Canada addresses conference on "Planning for Progress" and Director of the Department's Economics and Research Branch is principal speaker at another*

The 93rd annual general meeting of the Canadian Manufacturers' Association, held in Montreal on May 24, 25 and 26, had as its theme, "Industry—Profile in Progress."

The sessions, which were attended by about 1,200 delegates, included an industrial relations conference at which discussion centred around the two general headings, "Progress Through Sound Industrial Relations" and "Management Development in the Age of Automation."

There was a plenary conference on "Planning for Progress" and an economic outlook conference on "Canada's Youth Explosion—Challenge to Industry." The chairman of the Economic Council of Canada spoke at the former, and the Director of the Economics and Research Branch of the Department of Labour was the principal speaker at the latter conference.

There was also a plenary conference on world affairs. Other conferences dealt with world trade and transportation. Only the industrial relations conference, the plenary conference on "Planning for Progress" and the economic outlook conference are reported here in detail.

The new president elected at the meeting for the 1964-65 term is Alison Archibald Cumming, President, Union Carbide Canada Limited, Toronto.

## President's Address

Labour and management were lauded on the good state of industrial relations in Canada this year, by H. Roy Crabtree, retiring CMA president, in his address to the meeting.

"The industrial scene has not been marred by serious or prolonged strife anywhere in the country," he noted.

"Labour no less than management deserves to be congratulated on this evidence of maturity and wisdom," he said.

"At this stage of the Twentieth Century we should certainly have reached the point where management and labour can negotiate any differences with a minimum of discord and where organized labour can settle its internal and jurisdictional disputes in such a way that innocent parties do not suffer.

"We can all hope that the industrial peace and goodwill of the past year are a sign of the times and will remain in evidence during the balance of what is a big contract year for many industries."

Reviewing the past year, Mr. Crabtree said that 1963 was as good and prosperous and record-breaking a year as Canadians have ever enjoyed.

"None of us can complain at a real growth rate of nearly five per cent," he said, "and there is every reason to expect that we will at least maintain this pace through the Sixties."

The outlook is good both at home and in the export market, Mr. Crabtree reported.

The coming of age of the postwar babies and the improving level of immigration would make their influence felt on the home market, he said.

At the same time, "world demand continues to grow for the raw materials in which we are so rich and for finished goods of a kind which we have proved we can make and sell with the best."

Canada's ability to compete internationally is reflected in the export of fully manufactured goods, which rose 30 per cent in 1962 and 19 per cent in 1963, and is still climbing, said Mr. Crabtree.

Canadians concerned about foreign investment would do well to remember that Canadian-based subsidiaries of foreign companies are making a "noteworthy contribution" to increased exports of fully-manufactured products.

"In this, as in other important respects, they are proving themselves good corporate citizens of this country."

The most effective remedy for any potential problems arising out of the degree of foreign investment is a great deal more investment by Canadians themselves, said Mr. Crabtree.

Canadian industry has a "vital stake" in the present round of GATT negotiations being carried on in Geneva, said the president. "Along with other member nations, we are going to be greatly affected by whatever agreements are made between those two great economies, the United States and the European Economic Community . . .

"Canada's very prosperity may well be cited by some negotiating countries as an argument to justify their own easy access

to our home market," Mr. Crabtree warned the meeting. "We shall certainly have to examine all proposals and counter-proposals with the utmost care.

"If there are to be tariff reductions, our concern must be to see that they are not so sweeping as to jeopardize the survival of the affected industries and the jobs of those they employ."

Mr. Crabtree went on to outline some of the important developments of the past year.

The improvement in the balance of payments ranked as one of the most important, said the president. He attributed the change for the better largely to the gains in exports.

Turning to Canadian-American relations, Mr. Crabtree reported that Canadians are selling more of everything to the U.S. than ever before. "But that half a billion dollars annual gap between what we buy and sell there has yet to be bridged."

The "Buy, Make and Sell Canadian" program continued during 1963 notwithstanding the economic upswing. "It has been interesting and instructive to watch the extent to which governments at the various levels have given the program their blessing," he commented.

The new Ministry of Industry and the Economic Council of Canada should play an important role in the development of industry all across the country.

Turning to "less happy and less welcome" developments during the year, Mr. Crabtree said the "most regrettable" was the sales tax on production machinery and building materials.

He termed the tax "misguided," and pledged that the CMA "will continue to press for its repeal with all the vocabulary at our command."

The full force of the tax will not be felt until the turn of the year, he pointed out.

The Canada Pension Plan had engaged much of the CMA's attention. "There has been far too much politics and far too little economics in the consideration of the proposed plan," Mr. Crabtree told the meeting.

The CMA has made it clear that it accepts the principle of a national portable pension plan, and has "made it equally clear that any such plan should be subject to objective scrutiny of the most searching kind."

The CMA had told the Royal Commission on Taxation that both individuals and industry are being asked to shoulder a "dangerously high proportion" of total direct taxation.

The country as a whole "has a much better appreciation than ever before of the fundamental importance of the role which industry plays in the national economy," the retiring president told the meeting.

## INDUSTRIAL RELATIONS CONFERENCE

### "Mandate of Management"

Hon. Carrier Fortin

Where is the line to be drawn between management's right to manage and the trade unions' claim to a say in setting what they call "working conditions." And how is this question to be settled?

These two questions were raised by Hon. Carrier Fortin, Q.C., Minister of Labour, Province of Quebec, in the opening address\* of a session titled "Mandate of Management" at the Industrial Relations Conference of the CMA annual meeting.

Although he declined to undertake to answer the first of these questions, Mr. Fortin suggested that permanent joint committees of employers and employees, whose business it would be to study problems of this nature, should be established and continued in being all the year round. This would be better, he thought, than to leave the problems until collective bargaining started and the atmosphere became too

tense to allow of serious study of matters that might involve complicated considerations.

"I believe that in doing so a great deal of precious time could be saved, and solutions to such difficult problems could be more easily found." He added that "the problems in question arise from conflicts of interest that can be solved by the parties concerned, and . . . [that] it is impossible for the legislators to settle by means of a piece of legislation."

The scientific progress and faster communications that have brought men closer together have diminished their individual freedom, "and we are unfailingly drifting toward the socialization of our institutions," the Minister said.

Since we were faced with an irresistible force, it was better "to control and direct it by working hand in hand than to try to counteract it by endeavouring to preserve certain rights or privileges which undoubtedly were justified in other times, but which today can no longer resist the march of time . . ."

\* The Minister spoke in French. Quotations given here are taken from the Translation.



Everyone who takes part in an enterprise, the directors and the directed, has definite duties toward it, Mr. Fortin said. It was the leaders' obligation "to create solidarity between all those who participate in the operation of the enterprise and those who live off its fruits, and more particularly between management and workers."

But if the leaders look at the enterprise solely from the point of view of efficiency, they sacrifice the human element and lead society toward an odious materialism.

"On the other hand, to completely ignore its technical aspect so as to respect exclusively the primacy of man would prove to be an error of equal grievousness," Mr. Fortin said.

Free trade-unionism and capitalism are today inseparable, he continued. The days are gone when we questioned the desirability of collective bargaining, and the main problem now is to seek the most constructive methods in industrial relations.

Because it considers the collective agreement to be "the very basis" of relations between employers and employees, the Quebec Government in its Bill 54, the "Labour Code," has been actuated by the wish not to hamper the evolution of labour law nor to give it a specific guidance by connecting it with the civil law. The Government, on the contrary, wishes "to let the parties concerned, the employers and the employees, define their law themselves, and even define their obligations, by means of the negotiation of collective agreements."

It was then that the Minister spoke of the clash between management's determination to retain its rights of management and the trade unions' claim to a right to negotiate on working conditions. These working conditions, he said, had originally been taken to include wages, hours, holidays and job classifications, but had been extended to include such things as sick leave, seniority, union security, dismissals, etc. More recently, they had been widened still further to take in certain matters that had hitherto been looked upon as exclusively the province of management.

"In a strongly industrialized economy the trade unions proclaim that capital and labour are partners who cannot do without each other and must necessarily negotiate together. But afterwards, who is going to steer the boat?

"Where, exactly, must be situated the boundary separating what is to be considered the exclusive rights of management from that which is to be considered and accepted as conditions of work?"

It was here that Mr. Fortin made the suggestion about permanent joint committees.

### Warren A. Lacke

Forces at work today that are intended to strengthen the institution of collective bargaining may be doing just the opposite, said Warren A. Lacke, General Manager, Industrial Relations, Continental Can Company, Inc., New York.

Speaking on the subject, "Collective Bargaining—Fettered or Free?" Mr. Lacke described some of the ways in which rulings of the National Labor Relations Board and decisions of the courts in the United States have tended to restrict the freedom of employers and employees to settle their own differences through collective bargaining.

"If we think of freedom," he said, "as being something that is 'unimpeded, unrestricted, unhampered,' we must quickly conclude that collective bargaining carried on as it is today is far from free."

Mr. Lacke cited American experience but said he believed that many of the problems facing management in the United States had their counterparts in Canada.

The Labor Management Relations Act of 1947 (Taft-Hartley), by providing additional facilities for the mediation of labour disputes, had made the Government a third party to collective bargaining through the Federal Mediation and Conciliation Service, and through special panels and boards of inquiry, especially with respect to disputes affecting a substantial part of commerce or which became or threatened to become a national emergency, he said.

The broadening of the scope of collective bargaining since the Wagner Act together with the greater complexity of problems facing management and labour today—such as those resulting from automation—had led to what at times appeared to be insurmountable problems, with resulting deadlocked negotiations and crisis bargaining.

Almost from the start, there were disputes about what matters fell within the description "rates of pay, wages, hours of employment, or other conditions of employment," about which the Wagner Act obliged employers to bargain with the elected representatives of their employees.

Decisions of the National Labor Relations Board and of the courts expanded the scope of bargaining to include such matters as pensions, contracting out of work, closing or selling a plant, or the transfer of work to another plant; but unfortunately, there were still areas of uncertainty with respect to an employer's duty to bargain concerning such matters as these, Mr. Lacke said.

Another way in which government had become more directly involved in collective bargaining was in connection with disputes considered to affect the public interest, such as the lengthy dock strike in New York in 1962. And further evidence of the Government's intervention in collective bargaining are the wage-price guideposts drafted by the President's Council of Economic Advisers in January 1962 (L.G. 1962, p. 812).

"Needless to say," Mr. Lacke commented, "the guidelines have been attacked by both labour and management for many obvious reasons."

Because profits in industry have been rising, labour unions were expecting to get larger settlements in 1964 than during recent years. This was apparent in the automobile industry, where Walter Reuther had shown that he intended to get far more from the companies than the 3-per-cent increase generally considered by the Council of Economic Advisers to be non-inflationary.

"This has given Government officials real concern, because they believe that a big settlement in autos will spread to other industries and set off another round of inflation," the speaker said. The Council had been trying to head this off by emphasizing that the long-term trend in productivity should be the standard for wage increases.

"We will watch with interest . . . the extent to which the Government will intervene in collective bargaining to enforce adherence to the guidelines." And it will be interesting to see how the Government will attempt to enforce the guidelines, Mr. Lacke said.

What could be done to minimize the impact of intervention by government and its agencies? "The over-simplified answer is to avoid reaching crisis situations which appear to require outside assistance," he said, and there was some evidence that many substantial companies were adopting this philosophy through "the human relations committee approach" applied by the steel industry in 1960, and later, in modified forms, by a few other large industries.

"The human relations committee approach would certainly appear to have been productive when one recognizes that two labour contracts have been signed in the basic steel industry since the committee was established, and without any semblance of crisis bargaining. More recently, some companies in the automobile industry have adopted joint study committees."

In summary, the speaker said it was obvious that collective bargaining is "fettered" and that there were serious restraints on employers that did not seem to apply to labour unions.

He referred to the "questionable and at times conflicting decisions of the NLRB and the law courts," which were "even more difficult to live with than . . . specific and clearly stated rules and regulations governing our union relationships."

Mr. Lacke said that the outright intervention of the U.S. federal Government in collective bargaining was not going to diminish, in fact he thought it would increase. There was no simple answer to the question of how to avoid third-party intervention, but he was convinced that "we can do more than we have done in developing a constructive relationship with our local union representatives."

These representatives, being employees who had a stake in the business, who were not actuated by political motives as paid union representatives were, and who could readily understand the problems of the company if they were explained to them, could influence the settlement of an agreement and could thus help to avoid the need for outside intervention.

#### Edward V. Rippingille

Collective bargaining brings organized pressure to bear on management, and to deal effectively with such pressure, management must have a well-thought-out philosophy of labour relations, Edward V. Rippingille, Jr., told the Industrial Relations Conference in an address entitled, "Management by Right or Compromise."

Mr. Rippingille, who is president and general manager of Frigidaire Products of Canada, Limited, said that management must resist the temptation to adopt a policy of expediency in labour relations, because labour relations problems were long-run ones. "A coherent philosophy of labour relations offers management many advantages . . . and it helps assure a common and consistent approach by management."

Experience at General Motors Corp. (of which Frigidaire is a subsidiary) had shown that the employees and the union needed to know what management's stand was, and when and where it would draw the line. "Management must establish a reputation with the union and the employees for saying what it means and meaning what it says," and the speaker insisted that "unions will not respect a management that is tough one day and soft the next."

Developing the statement that labour relations problems were long-range ones, Mr. Rippingille said that one of the paradoxes of labour relations was that unions would press demands they knew management ought not to grant, and once such "unwise concessions" were granted, would



come to look upon them as vested rights and would bitterly resist efforts to correct them.

And unions usually demand that the words in the contract reflect actual practices that develop. In this way, "the bad practices of today tend to become the contract clauses of tomorrow."

Some of the featherbedding practices that had recently been in the news had evolved over a number of years, and the bitter resistance to attempts to get rid of them was well known. Unionists believe that employees have a vested right to any privilege or benefit that they had been in the habit of enjoying.

The responsibility for labour relations was not confined to specialists, but was the job of all members of management, Mr. Rippingille said. At the same time, the negotiation of a new collective agreement required the skill of specialists on both sides of the bargaining table, and this need becomes greater as the subjects bargained upon become more complex.

But the negotiating of a new contract was only part of the complete job of labour relations. The way the parties lived together during the term of the contract was tremendously important.

"The day-to-day administration of labour relations matters . . . is everybody's job," and this meant that a well-informed management team was a necessity, which in turn meant intensive and continuous training.

In General Motors, top executives give labour relations a good deal of attention, the speaker said. Two of the company's fundamental principles in collective bargaining were: recognition and acceptance of the part played by the union as the representative of the employees, and insistence that the union recognize that it was management's responsibility to manage.

General Motors did not subscribe to "the joint labour-management approach," he said, citing as examples joint safety committees, joint health committees, and so on. If responsibility is shared, then necessarily decision-making is tempered by compromise—in effect, a negotiated compromise."

The corporation's agreements contained a "management's rights" clause that expressly recognized management's responsibility to maintain the efficiency of the employees, to discharge or discipline for cause, and to determine the products to be manufactured, the location of plants, production schedules, and the methods and

means of manufacturing. The rights and responsibilities of the union and its officials were also specified in the agreement.

The grievance procedure provided for final settlement by an impartial arbitrator; but his powers were limited: he could decide only whether the union and the employer had or had not followed the provisions of the agreement. He had no power to substitute his judgment for that of the parties who negotiated the contract. Certain issues that affected the company's long-run interests were excluded from his jurisdiction. Some other sections of the agreement were also excluded. The arbitrator was a single individual, not a tripartite panel or board. "We wanted clear-cut decisions . . . not compromise awards," Mr. Rippingille said.

Thousands of grievances were now settled every year at the lower steps of the grievance procedure, because the parties often realized that a question similar to the one in dispute had already been decided by an arbitrator. During the past 10 years, only about 31 cases a year had gone to arbitration under contracts covering more than 300,000 employees.

"I might add," the speaker said, "that our system requires a continual management training program for both foremen and higher plant supervision who are authorized to make binding settlements of grievances with the union."

### *Employee Discipline*

"Employee discipline is an area where we have found that a consistent approach by management is extremely important. We follow a policy of progressive or corrective discipline. Under this approach the proper disciplinary penalty is the minimum required to correct an employee's misconduct. Repeated offences call for increasingly severe penalties up to discharge . . . ."

It was management's responsibility to decide whether an employee was guilty of misconduct, and if so, the extent of the penalty. The union's role in this disciplinary system was to represent the employee being disciplined.

We consider it important from the employee's standpoint that the union be free to function as an advocate. By that I mean that the union should not participate in the decision as to the extent of the penalty. Having agreed with management in the first instance on an appropriate penalty, the union would foreclose itself from functioning effectively on the employee's behalf in protesting the extent of the penalty.

Under our collective bargaining agreements, any disciplinary penalty may be appealed through the grievance procedure. If the matter [is] appealed to arbitration, the arbitrator

has full discretion, including the right to reinstate the disciplined employee with full back pay.

Mr. Rippingille went on to describe the company's way of dealing with wildcat strikes. In spite of laws, illegal strikes did occur, and they were especially difficult to deal with, he said.

Early in the company's relationship with the United Automobile Workers, wildcat strikes had been a serious problem. "At this critical point" two steps were taken: a formal system was adopted for handling employee complaints, with arbitration as the terminal step, and a firm no-strike pledge which expressly recognized management's right to take disciplinary action in cases of violation was included in the agreement.

The company had thus established two main elements in a successful wildcat strike policy—"a procedure for handling employee complaints and a no-strike pledge with some teeth in it."

"When a company faces a continuing pattern of wildcat strikes, two factors usually lie at the root of the problem," the speaker said. "Employees have found wildcat strike pressure to be a useful way of gaining otherwise unobtainable concessions from management; and, two, management has failed to apply consistent and firm disciplinary penalties to the leaders and participants in the strikes."

When a wildcat strike occurs in a GM plant the company refuses even to discuss the dispute until all employees are back at work. It points out to the union that any problems may be settled by the grievance procedure, and if necessary by arbitration. The leaders of the strike are found, if possible, and severely punished.

The normal penalty for clearly established cases of strike leadership is discharge. Somewhat less severe penalties are applied to others involved in the stoppage.

The policy is a simple one and highly effective. But applying it sometimes takes considerable management fortitude, especially in periods of peak sales, or in situations where the strike occurs in a plant whose production is essential to the operation of many other plants. Failure to follow a policy of fair but firm discipline not only invites further stoppages and further concessions, but it cuts the ground from under the lower-level supervision and those employees who would prefer to work peacefully and to see the end of continual stoppages.

Mr. Rippingille mentioned three main aspects of proper job placement and described the company's method of dealing with each, as follows:

—Promotions to higher paying jobs are made in accordance with a clause in the agreement that reads: "Promotions shall be

based primarily upon merit and ability." This meant that it was the responsibility of the supervisor to select employees for promotion. But there was provision for appeal.

—Transfer to another job at the same rate of pay. Here management retained the right to initiate such transfers.

—In layoffs, there were detailed local agreements in each plant regulating their order and that of recall. In general, the company went by seniority in making permanent layoffs of unskilled employees. "Employees on jobs requiring skill and training are in separate groups for layoff purposes," and in any case there was the over-riding requirement that the employee retained must be able to do the work.

The company had continued to resist demands made by the union from time to time that all promotions and transfers should be by seniority. "We have insisted upon retaining the right to put the right people on the right jobs," Mr. Rippingille said.

### *Technological Change*

Two basic provisions dealing with technological change were agreed to in 1940, before the word "automation" was invented. These were: that management had the unrestricted right to initiate changes in methods or equipment at any time, and that under most locally negotiated seniority contracts an employee displaced by technological change was placed in a comparable job on a plant-wide seniority basis.

"Under this procedure the entire corporation has been converted from peacetime to war production and back again with a minimum of disruption . . . By and large, we have remained free of the featherbedding problems which have been so troublesome in a number of other industries."

In conclusion, the speaker said, "Management's fundamental objective is optimum productivity; labour's objective is optimum compensation. The resultant balance or imbalance of the respective pressures determines the degree of success or failure of the enterprise."

Labour's "only objective in attempting to encroach on the responsibilities of management is for the purpose of increasing remuneration—certainly not for the purpose of assuming real responsibility. Labour cannot afford to assume any of the rights or responsibilities of management. By so doing, it would abrogate its right and responsibility to function as the advocate of the employee. This fact has been the stumbling block of practically every labour-management co-operation attempt in history."



### **S. M. Finlayson**

When taken together, technological progress, the influence of governmental laws and regulations, competitive business influences and the costs and other pressures arising from collective bargaining constitute a formidable challenge to management, said S. M. Finlayson, President, Canadian Marconi Company, in an address on "The Planned Development of Management."

"Because these influences and the problems they create are so all-pervasive, it seems to me that they can only be met by the very best deployment of our human resources," he added.

"If this be so, then the essential challenge facing managers is the development of more and better managers."

The modern manager, if he is to be effective, must be equipped with broad knowledge in many areas and "above all, with a deep understanding of the motivations and reactions of human beings." The senior manager, to be effective, must be very careful to avoid being too specialized.

"His essential job is to see that the relations between all the elements of the operation are adequate and in proper balance. Above all he must realize that the whole organization is not a chart, a diagram or a collection of material things, but rather that it is a collection of men and women whose individual characteristics must be directed and harmonized in such a way as to develop an interest and an understanding in the operation by everyone who participates in it."

### **Dr. George S. Odiorne**

The white-collar worker has become the most typical of our employees: in numbers, the clerical, technical, managerial and professional workers who comprise this group outnumber unskilled and semi-skilled workers, often referred to as "blue-collar workers," said Dr. George S. Odiorne, Director, Industrial Relations, University of Michigan, in an address titled, "The Salaried Employee—Image, Influences, Intentions."

### **Dr. John Deutsch**

"Knowledge and skill have always been a human attribute of the highest importance, but today knowledge and skill have become the most valuable economic asset of any people—more valuable than raw materials, natural resources or animal energy," said Dr. John Deutsch, Chairman of the

And technical, professional and managerial employees have an increasing significance within the group known as white-collar employees. They receive the largest segment of total wages and salaries paid to the total work force, they make decisions that affect the expenditures of all other costs of doing business, and they are becoming shorter in supply and more in demand.

White-collar clerical and non-professional workers are the focus of union organizing efforts, which they have resisted to date. A study by the Industrial Relations Department of the University of Michigan has shown that when white-collar workers do join unions it is for these reasons:

1. Poor supervision
2. Poor salary administration
3. Refusal to recognize past service in pension programs
4. Fringe benefits that lag behind blue-collar gains
5. Arbitrary handling of layoffs
6. Poor communication of fringe benefit facts.

White-collar clerical and non-professional workers see themselves as more individualistic and independent, more loyal, more intelligent and better informed, closer to management in interests, and more aggressive.

With proper management attention to its own practices, Dr. Odiorne said, white-collar unions will probably fail because the white-collar worker's image of himself doesn't fit unionism, the unions themselves are hesitant or inadequate, and women workers are not protest-minded. In addition, many white-collar workers don't need unions, and automation is eliminating many white-collar jobs in mass work sites. Then, too, management awareness of the possibilities of white-collar workers' joining a union is causing action to avert it.

The poor image of unions, and the general decline in union organizing effectiveness are further reasons why white-collar unions will probably fail, he said.

## **"PLANNING FOR PROGRESS"**

Economic Council of Canada, in addressing the plenary conference on "Planning for Progress" at the first session of the CMA meeting.

Speaking on "Ingredients of Economic Progress," Dr. Deutsch said that it was "only by matching the improvements in productivity of other nations that Canada

will be able to maintain her relatively high standard of living."

Economic progress is a very complex process, he said, but it is clear that economic progress and sustained growth are not likely without certain conditions. Among the most essential are "the stability of political institutions and the integrity of political processes."

Economic enterprise in a free society involved risk-taking by many members of the society, he pointed out, and the willingness to accept risks depended on confidence in the security of the social and political fabric. When this confidence is lacking "the main economic activity is to protect what already exists, rather than the development of new possibilities."

Economic growth was most likely to occur in a society where cultural values and attitudes were not fundamentally antagonistic to the aims of economic activity, and "the deleterious effects of such a clash are clearly apparent in some parts of the underdeveloped world." Although the non-economic activities that were valued in some of these countries were very important, the value attached to them must not prevent a proper emphasis on economic endeavour. "The cultural climate must be favourable to the idea of economic progress."

Besides strong and viable political and social institutions and a cultural climate favourable to progress, it was necessary for the people of a nation to reach "a basic agreement on the desirability of growth," Dr. Deutsch said.

We do not find growth where the various segments of society are concerned only with dividing up the *existing* wealth . . . . To have growth there must first be agreement on certain common goals, goals which involve rising accomplishments; and there must be efficient and peaceful means, acceptable to all, for settling those differences of opinion and interest which arise during times of rapid change.

The speaker next referred to the key role of savings and investment in determining how much economic growth could take place.

Before expansion can occur, it is necessary to invest present efforts and resources in expanding the stock of productive plant and machinery. This requires . . . a willingness to produce new productive machinery and equipment rather than only more present comforts.

In the advanced industrial countries something in the neighbourhood of one fifth of total output is needed for new investment in order to sustain a satisfactory rate of economic growth. In some countries this proportion is considerably higher. Japan, for example, which has accomplished the most spectacular rate of growth during the past decade, saves and invests close to one third of its production in new capital facilities . . .

The possession of natural resources has some relation to the level of economic production—"it is difficult to accomplish much in an arid desert or in the frozen tundra"—nevertheless it is obvious that "natural resources by themselves are worth very little."

Even in North America with its immense natural riches, the available evidence suggests strongly that the rapid rise of the standard of living during the past half century must be attributed in a major degree to the rise in the general level of education and skill of the population, and to the application of improved technology . . .

Dr. Deutsch went on to speak of the "utterly fantastic" present rate of advance in technical knowledge. The industrial revolution had supplied vast new sources of brute energy for driving machines, and "now we are discovering how to use the powers of nature to make the decisions needed to control the machines."

New devices have made possible a phenomenal increase in the ability to gather, analyse, record and transmit information; and this information could be used to control automatically the processes of industrial production. "Electronics and computers are at the heart of this system of automation—the new technology of our time."

The ability of the new machines to control and direct other machines has added greatly to the potential capacity to produce goods and services in immense volume. At the same time, it has made unnecessary many human occupations, not only those that require human energy, but also those that involve the control and handling of tools and machines.

Although these changes had made possible an increase in the productivity of the economy, "the realization of this potential in higher standards of living, or in a deliberately chosen increase in leisure, depends in large part on how successfully we accomplish the extensive industrial readjustments and large-scale shifts in occupations which are required. Of course, these adjustments and shifts can be greatly facilitated by the basic monetary and fiscal policies, which are designed to promote an expansive and generally dynamic economic climate . . . ."

However, these general policies are not enough to deal with the many social and human problems involved. The speed and scale of the changes arising out of the present surge of technical innovation bring in their train declining industries and obsolete occupations. The resulting costs and misfortunes can impose heavy sacrifices. If these fall with sudden and full weight upon the individual workers and communities concerned, it must be expected that they will try to resist the forces of change.

We have two choices available. We can attempt to facilitate industrial change by looking ahead, by adequate preparation, and by developing programs that recognize, and



deal effectively, realistically, and equitably with the social and human adjustments involved. Obviously, such an approach requires the understanding, foresight and active co-operation of all the parties concerned—employers, labour and government.

The other choice is a social and political struggle, out of which could develop a network of protective devices, government intervention, controls, subsidies, and unproductive expenditures which, in large part, would frustrate the possibilities of industrial progress.

The social and economic trends that have operated since the war under the influence of explosive technological change are likely to continue unabated. The rapid rate of industrial change being brought about by automation calls for a much higher level of mobility—not merely mobility in movement from industry to industry, but more particularly mobility in skills.

It is increasingly likely that most special skills and crafts will become obsolete in one lifetime. There is need for a widespread ability to acquire new skills and to engage in new occupations. Indeed, the most useful skill of all will be the skill to adapt and to change. For this purpose, the best preparation is an adequate level of basic education . . . .

## ECONOMIC OUTLOOK CONFERENCE

### J. P. Francis

The Canadian labour force in the next five to ten years will be characterized by "bulges" at the top and bottom of the age scale, J. P. Francis, Director of the Economics and Research Branch of the Department of Labour, told the delegates. His was the opening address of the Economic Outlook Conference, and was titled, "The Challenge of Job Creation."

"These trends will raise the over-all growth rate of the labour force very considerably and will greatly alter the character of new labour supplies," said Mr. Francis. "It is a challenge to our ability to stimulate economic growth and of our capacity for making the economic and social adjustments which such growth will require."

Rapid expansion of the labour force has been evident since the third quarter of 1963. Its origins lie in the number of wartime and postwar babies who are reaching working age.

The number of persons in the population age groups 15 to 19 and 20 to 24 has been increasing both absolutely and proportionately in recent years, and will continue to do so for five to ten years, Mr. Francis reported.

It is not possible, however, to draw direct conclusions about the effects of this population growth on the labour force. Other factors—the increasing demand for education, the tendency for young women to continue working after marriage, the sensitivity of these groups to levels of employment—must be considered.

Today the most spectacular advances are based not on massive material wealth, but on the application of superior knowledge, technical competence, and organizational ability. This means, of course, that even from the narrowest financial standpoint, the highest returns are to be obtained from investment in education, training, and research.

Besides maintaining an expansive and dynamic environment conducive to enterprise and growth, we needed "socially realistic programs which promote change from the declining to the expanding possibilities in the economy," Dr. Deutsch said in concluding.

"For this purpose, we must have imaginative co-operation between management and labour, and between government and private groups. We should not be afraid to make new efforts and to use new techniques to accomplish this end—techniques which are consistent with the values of a free and progressive society."

"Nevertheless," he predicted, "more than one and one-half million youngsters are going to seek their first permanent job during the next eight years."

At the same time, the percentage of the labour force between the ages of 45 and 64 years will also expand considerably.

To accommodate the expanding labour force, employment over the next eight years will have to increase at an annual rate of 2.5 per cent, compared with 2.4 per cent in 1963. This must be accomplished without "undue inflationary or deflationary pressures" on the economy as a whole.

Even with high levels of employment, these young people will be entering a very competitive labour market, where the types of jobs available and the kinds of work required will be changing rapidly because of new technology and economic development, he told his audience.

They will have the advantage of more education, with emphasis on technical and vocational training. But they will be older than their predecessors when they enter the labour market, and relatively inexperienced.

Consequently, industry will have to step up its training activities to render its new labour supplies fully productive as quickly as possible, said Mr. Francis.

"To some extent, the increased numbers of young people will come into competition with the less rapidly growing older labour supply," Mr. Francis predicted. Where the older and the younger workers are seeking

the same job, the older workers will be those who have been displaced by technological change. And these older workers will be those least able to compete.

New labour problems will arise in the next ten years, and long-standing ones, such as structural unemployment, will be

intensified, said Mr. Francis. It will be "critically necessary" to develop and maintain effective labour policies to increase the flexibility and skill levels of the labour force, and to help the labour market perform its allocation function as quickly and fully as possible, he told delegates.

## WORLD TRADE CONFERENCE

### Meeting World Competition at Home

**D. G. Willmot**

Changes in the Combines Investigation Act to allow Canadian manufacturers to enter into industry-wide agreements or arrangements necessary to eliminate wasteful or uneconomic conditions, where this would be to the advantage of the consumer and the economy, were advocated by D. G. Willmot, President, Anthes Imperial Company, Limited, St. Catharines. Mr. Willmot spoke at the world trade conference on "Rationalization—Two Sides of the Story."

He made it clear that agreements of the kind he referred to would not restrict the sale or price of Canadian-made products.

As an example, he said that about \$8,000,-000 worth of tires were imported into Canada each year, mainly by Canadian tire manufacturers. These imported tires were generally in types and sizes that did not

allow of long enough runs to warrant the setting up of Canadian facilities by seven different manufacturers.

The pooling of production of short-run items, and competitive industry bidding for production rights, would substantially increase Canadian production and in most cases reduce the landed costs of imported items, and certainly reduce the unit production costs of currently Canadian manufactured short runs. The economy as a whole, as well as the consumer, would benefit.

He remarked that the Combines Investigation Act under certain circumstances now exempted from prosecution combinations, agreements or arrangements relating to exports from Canada. He contended that there were cases where similar arrangements affecting production for the domestic market would be in the interests of the Canadian public, and he suggested that the new Department of Industry might "act as a sounding board for suggested changes in our combines investigation legislation."

## Industrial Fatalities in Canada during First Quarter of 1964

*Deaths from industrial accidents during 1964's first quarter numbered 240, of which the largest number was in manufacturing*

Up to the end of May, the Department of Labour had received reports on 240\* industrial fatalities that occurred in Canada during the first quarter of 1964.

During the previous quarter, 317 fatalities were recorded. This is 70 more than the previously published preliminary total of 247 (L.G., April, p. 273). In the first quarter of last year, 231 fatalities were recorded—41 more than the preliminary figure of 190 (L.G., July 1963, p. 596).

During the first quarter of 1964 there were two multi-fatality accidents, each of which brought death to three or more workmen, and together resulted in fatal injuries to eleven persons.

On January 18, seven loggers were drowned in an attempt to cross snow- and

wind-swept Kootenay Lake while making their regular night trip home from Tye, B.C., to Creston, B.C. On March 13, four railway employees were killed when their light maintenance vehicle was struck by an automobile at a railway crossing in Ottawa, Ont.

The largest number of fatalities, 47, occurred in the manufacturing industry. Of the 47 fatalities, 17 were in wood products; 14 in iron and steel products; 4 each in food and beverages, and in non-ferrous metal products; 2 in electrical apparatus and supplies products; and 1 each in rubber products, leather products, transportation equipment products, non-metallic mineral products, products of petroleum and coal, and miscellaneous manufacturing products.

In the logging industry 43 fatalities were recorded.

\* See Tables H-1 and H-2 at back of this issue.



In the construction industry, 24 of the 40 fatalities were in miscellaneous construction, and 8 each in buildings and structures, and in highways and bridges.

The 35 fatalities that were recorded in the transportation, storage and communication industry during the quarter were distributed as follows: 18 in local and highway transportation, 8 in railway transportation, 4 each in water transportation and in storage, and 1 in air transportation.

In the mining and quarrying industry, 21 of the 33 fatalities were in metal mining, and 6 each were in coal mining, and in non-metal mining and quarrying.

The remaining 42 fatalities that occurred during the quarter were distributed as follows: 17 in the service industry; 9 in trade; 8 in agriculture; and 4 each in fishing and trapping, and public utilities.

### Analysis by Cause

An analysis of the 240 fatalities during the first quarter of 1964 shows that 65 (27 per cent) were the result of "being struck by different objects"; 58 of these were in the category "other objects" such as falling trees and limbs and landslides or cave-ins, etc.; 5 were the result of being struck by tools, machinery, cranes, etc.; and 2 were caused by moving vehicles.

Fifty-one fatalities were caused by collisions, derailments, wrecks, etc.; 34 of these involved automobiles and trucks, 9 involved

railways, 4 involved tractors and loadmobiles, and 1 each involved water craft, aircraft, hoisting or conveying apparatus, and other transportation agencies.

Forty-five fatalities were caused by falls and slips; all but nine were the result of falls from different levels, such as buildings, roofs, scaffolds, bridges, etc., into harbours, rivers, lakes, sea, shafts, pits, excavations, etc.

Twenty-three fatalities each were in the category of being caught in, on or between (most of them involved tractors, loadmobiles, and mine and quarry cars) and in the category of inhalations, absorptions, asphyxiations, and industrial diseases.

The remaining 33 fatalities were distributed as follows: 16 were the result of conflagrations, temperature extremes and explosions, 7 were caused by electric current, 4 were the result of exertions and 3 each were in the category of striking against or stepping on objects, and under the heading of miscellaneous accidents.

### Province of Occurrence

By province of occurrence, the largest number of fatalities, 87, was in Ontario. In British Columbia there were 55, in Quebec 36, and in Alberta 23.

During the quarter, there were 104 fatalities in January, and 68 each in February and March.

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The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment, including deaths resulting from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports. The number of fatalities that occur during the period under review is usually greater than that indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

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# Employment and Unemployment, June

An estimated 6,760,000 persons were employed in June. The increase of 152,000 from May was seasonal.

Unemployment declined by 11,000 to 282,000, a less-than-usual decrease for the month.

The labour force rose by 141,000 to 7,042,000 in June.

Compared with a year earlier, employment was up 225,000 and unemployment down 22,000. The labour force was higher by 203,000, or 3.0 per cent, than in June 1963.

The unemployment rate in June represented 4.0 per cent of the labour force, compared with 4.4 per cent in June 1963 and 4.5 per cent in June 1962. In May this year the rate was 4.2 per cent.

Seasonally adjusted, the June unemployment rate was 5.2 per cent.

## Employment

As usual, the employment increase between May and June was almost entirely confined to non-farm industries. In these industries, seasonal employment gains were fairly general. The increase in construction employment between May and June was below average for the time of year, however.

Some 97,000, or almost two thirds of the May-to-June increase in employment was among persons under 25 years of age, a somewhat larger proportion than in most previous years. The employment increase among persons 25 years of age and over was below average; the May-to-June gain of 55,000 this year compared with an average advance of 82,000 over the same period in the past ten years.

Compared with a year earlier, total employment was up 225,000, or 3.4 per cent.

Non-farm employment increased by 241,000, or 4.1 per cent. Apart from construction, which registered a moderate decline, almost all non-farm industries shared in the year-to-year improvement. The largest gains were in service and manufacturing.

Agricultural employment was an estimated 16,000 lower than a year earlier.

Employment was noticeably higher than a year ago in the Atlantic region, British Columbia and Ontario. Smaller percentage gains took place in the remaining two regions.

## Unemployment

Unemployment declined by 11,000 to 282,000 between May and June. The drop was less than seasonal, reflecting, in part, a large influx of students into the labour market.

Unemployment among persons 14 to 19 years of age increased by 43,000 during the month. Among those 20 years of age and over, unemployment declined by 54,000, which was about normal for this time of year.

Compared with a year earlier, unemployment was down 22,000. Teen-agers comprised a somewhat larger part of the total unemployed than a year ago.

Of the 282,000 unemployed in June, 201,000 had been unemployed for three months or less. The remaining 81,000, or 29 per cent of the total, had been seeking work for four months or more. This group accounted for a much smaller proportion of the total than a year earlier.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	June 1964	June 1963	June 1964	June 1963	June 1964	June 1963	June 1964	June 1963
Metropolitan.....	1	1	7	8	4	3	.....	.....
Major Industrial.....	2	2	20	19	4	5	.....	.....
Major Agricultural.....	.....	.....	3	3	11	11	.....	.....
Minor.....	.....	.....	30	28	27	29	.....	.....
Total.....	3	3	60	58	46	48	.....	.....

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.



# CLASSIFICATION OF LABOUR MARKET AREAS—JUNE

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's	Calgary Edmonton Montreal Quebec-Levis Vancouver- New Westminster WINDSOR → WINNIPEG ←	→ HALIFAX → HAMILTON Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	JOLIETTE ← Lac St. Jean	→ BRANTFORD ← → CORNER BROOK ← Cornwall Farnham-Granby Fort William- Port Arthur KINGSTON ← Moncton New Glasgow Niagara Peninsula Oshawa Peterborough → ROUYN-VAL d'OR Saint John Sarnia → SHAWINIGAN Sherbrooke SUDBURY ← → SYDNEY ← TIMMINS- NEW LISKEARD ← Trois Rivières	Guelph Kitchener London → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		→ CHATHAM ← → RIVIERE DU LOUP → THETFORD-MEGANTIC- ST. GEORGES	Barrie Brandon → CHARLOTTETOWN → LETHBRIDGE Moose Jaw North Battleford → PRINCE ALBERT → RED DEER Regina Saskatoon → YORKTON	
MINOR AREAS (labour force 10,000 to 25,000)		→ Beauharnois → BATHURST BELLEVILLE-TRENTON ← → CAMPBELLTON CENTRAL VANCOUVER ISLAND ← Chilliwack  Dauphin Dawson Creek Drummondville → EDMUNDSTON Fredericton → GASPE Kamloops Lindsay → MEDICINE HAT ← → MONTMAGNY → NEWCASTLE → OKANAGAN VALLEY OWEN SOUND ← → PRINCE GEORGE- QUESNEL → Prince Rupert → QUEBEC NORTH SHORE → RIMOUSKI St. Agathe- St. Jerome → ST. JEAN → ST. STEPHEN Sorel Summerside Valleyfield Victoriaville	→ BRACEBRIDGE Brampton → BRIDGEWATER → CRANBROOK Drumheller Galt Goderich → GRAND FALLS → KENTVILLE → LACHUTE-STE. THERESE Listowel North Bay → PEMBROKE → PORTAGE LA PRAIRIE St. Hyacinthe St. Thomas → SAULT STE. MARIE Simcoe Stratford → Swift Current → TRAIL-NELSON → TRURO Walkerton Weyburn → WOODSTOCK, N.B. Woodstock-Tilsonburg → YARMOUTH	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June issue.

1963

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> (a)..... (000)	June	7,042	+ 2.0	+ 3.0
Employed..... (000)	June	6,760	+ 2.3	+ 3.4
Agriculture..... (000)	June	672	+ 0.7	- 2.3
Non-agriculture..... (000)	June	6,088	+ 2.5	+ 4.1
Paid workers..... (000)	June	5,579	+ 3.0	+ 4.2
At work 35 hours or more..... (000)	June	5,749	+49.9	+ 2.1
At work less than 35 hours..... (000)	June	800	-69.3	+14.6
Employed but not at work..... (000)	June	211	+24.1	+ 1.9
Unemployed..... (000)	June	282	- 3.8	- 7.2
Atlantic..... (000)	June	32	-23.8	-18.0
Quebec..... (000)	June	105	- 6.3	- 7.1
Ontario..... (000)	June	88	+25.7	- 1.1
Prairie..... (000)	June	24	-22.6	-22.6
Pacific..... (000)	June	33	-13.2	+ 3.1
Without work and seeking work..... (000)	June	269	+ 4.3	- 8.5
On temporary layoff up to 30 days..... (000)	June	13	+ 8.3	+30.0
<i>Industrial employment (1949=100)</i> .....	April	124.6	+ 0.9	+ 4.3
Manufacturing employment (1949=100).....	April	118.9	+ 0.4	+ 4.6
<i>Immigration</i> ..... { 1st Qtr. }		17,546	—	+30.8
Destined to the labour force..... { 1964 }		8,850	—	+30.9
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	June	66	+88.6	+ 4.8
No. of workers involved.....	June	15,148	+102.3	+107.5
Duration in man-days.....	June	195,680	+207.2	+149.6
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	April	\$86.28	+ 1.2	+ 3.3
Average hourly earnings (mfg.).....	April	\$ 2.01	0.0	+ 3.1
Average hours worked per week (mfg.).....	April	41.1	+ 1.0	+ 0.2
Average weekly wages (mfg.).....	April	\$82.67	+ 1.0	+ 3.3
Consumer price index (1949=100).....	June	135.3	+ 0.2	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	April	146.7	+ 1.0	+ 1.2
Total labour income..... \$000,000.	April	1,868	+ 1.6	+ 8.2
<i>Industrial Production</i>				
Total (average 1949=100).....	May	212.0	- 0.1	+ 7.5
Manufacturing.....	May	188.6	+ 0.1	+ 7.0
Durables.....	May	197.8	+ 0.9	+ 8.7
Non-durables.....	May	180.6	- 0.7	+ 5.4
<i>New Residential Construction (b)</i>				
Starts.....	June	12,689	+12.0	+ 6.7
Completions.....	June	7,450	+ 5.7	- 0.4
Under construction.....	June	67,418	+ 7.7	+ 7.1

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



# Rehabilitation—An International Concern

*In many parts of world, interest has been growing and activity increasing in the vocational rehabilitation of the disabled*

In the past year, there has been a growing interest and increased activity in rehabilitation in many parts of the world.

The World Congress of the International Society for Rehabilitation of the Disabled, held in Denmark in June 1963, brought together workers from all parts of the world. Other seminars and training courses were held before or immediately after the Congress.

The World Commission on Vocational Rehabilitation, of which Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Canada, is Chairman, co-operated with the Society and Home for Cripples in Denmark and the Danish Government to provide a seminar on vocational rehabilitation after the Congress. In many countries the concept that the disabled may become productive citizens is new and imperfectly understood. Through workshops and seminars the Commission provides information and technical knowledge to all countries interested in the employment of the handicapped.

Another seminar on Vocational Rehabilitation was held in Athens, Greece, in October. Representatives from Algeria, Greece, Iran, Iraq, Jordan, Kuwait, Lebanon, Libya, Malta, Saudi Arabia, Tunisia, Turkey and the United Arab Republic participated. The program included lectures and discussions; visits to pilot institutions, organizations, services and rehabilitation centres for the disabled; and visits to Greek industries.

This seminar was organized by the International Labour Office. Members of the World Commission assisted. The objectives of the seminar were to demonstrate the need for vocational rehabilitation as a means of helping resettle the disabled; to study organization and administration of rehabilitation programs and examine in detail the techniques, methods and expert services involved; and to stimulate an exchange of ideas and experiences of the problems of vocational rehabilitation and resettlement of the disabled with which the participants and their countries are faced.

The World Commission is presently planning an International Seminar on Sheltered Employment to be held in Stockholm, Sweden, on September 21-30.

The Committee on Prostheses, Braces and Technical Aids of the International Society, and the World Veterans Federation joined to set up an Experts Conference on prosthetics before the World Congress; the Sixth International Prosthetics Course was held immediately after the Conference.

A Technical Aids Information Service has been set up at Stockholm, Sweden, with the first task the production of a multi-lingual equipment manual.

An inter-regional Seminar on Prosthetics is being organized by the United Nations in co-operation with the Government of Denmark and the International Society. This seminar will be held in Copenhagen from July 5 to August 15. Participants are expected from Asian, African and Latin American countries.

## Visits and Study Programs

The development of rehabilitation services is increasingly aided by individuals who travel to other countries to study and observe programs and by those who are appointed to act as consultants to other countries. Many of these are assisted by scholarships and fellowships granted by international bodies or national governments or organizations.

The Civilian Rehabilitation Branch of the Department of Labour has been able at various times to arrange study tours and visits to programs and facilities in many parts of Canada. Among the most recent visitors was Albert Berg, Head of the Vocational Rehabilitation Division of the National Labour Market Board of Sweden who, after a meeting of the World Commission on Vocational Rehabilitation in Washington, spent some time in Canada conferring with government officials and observing the operation of the federal-provincial Vocational Rehabilitation Program in this country.

Two recent visitors from Poland were Mrs. Helena Larek of the Department for the Rehabilitation of the Disabled, Ministry of Health and Social Welfare, and Mr. S. K. Hirszel, Head of the Psychotechnical Laboratory at the State Rehabilitation Sanatorium. They had been granted United Nations Fellowships to pursue further studies in the United States and Canada.

## Older Workers Found in Many Occupations

*At time of 1961 Census, almost one third of Canada's labour force, 32.7 per cent or 2,100,000 persons, were 45 or over*

Workers aged 45 and over were distributed through the entire range of occupations, from labourers to professionals, according to a recent publication\* of the Census Division, Dominion Bureau of Statistics.

Figures on the 1961 Census of Canada show that in the labour force in 1961 there were more than 2,100,000 workers aged 45 and over. This represents 32.7 per cent of the labour force.

Analysis of the distribution of these 2,100,000 workers by occupation shows that about 1,081,000, or 51.3 per cent, were engaged in agriculture and occupations traditionally classed as "blue-collar" jobs, involving for the most part manual skills and/or heavy physical labour. The remaining 48.7 per cent are in occupations classed as managerial, professional or "white-collar," including sales, clerical and service occupations.

### Occupational Classification

Occupational classification for the Census is by the main type of work done. Most unskilled workers, however, irrespective of the nature of their work, are grouped under the heading of "labourers."

In the agriculture and "blue-collar" group, by far the most numerous, almost half a million, are the craftsmen, production process and related workers, for the most part in the manufacturing industry. Forming the second largest group were 300,000 farmers, farm workers and stock-raisers. Almost 101,000 workers were in transport and communication occupations, and loggers, miners, fishermen and labourers together accounted for more than 140,000.

Almost 45,000 of the workers aged 45 and over did not state their occupation.

The 1961 Census shows that in the managerial, professional and "white-collar" group, there were more than 277,000 workers in service and recreation occupations. Persons in managerial occupations numbered almost 262,000; those in professional and technical occupations, almost 180,000.

\* *Selected Statistics on the Older Population of Canada*, Census Division Cat. No. 91-507, Queen's Printer, Price 75c.

Nearly 195,000 persons aged 45 or over were engaged in clerical occupations, and a further 119,000 were in sales occupations.

The DBS publication also shows the distribution of these workers aged 45 or over by industry.

Community, business and personal services employed almost 450,000 workers aged 45 or over; manufacturing industries employed a further 431,000. Almost 301,000 workers were in trade. Transportation, storage, communication, electric power, gas and water utilities accounted for nearly 192,000 older workers.

Workers in finance, insurance and real estate numbered nearly 63,000, and there were more than 144,000 in public administration and defence.

Other industries and the numbers of workers aged over 45 they employed were: construction (122,000), mines (34,000), forestry (29,000) and fishing and trapping (13,000).

Within the labour force aged 45 and over, there were 510,000 female workers; they accounted for almost 53 per cent of those in clerical occupations, 51 per cent of those in service and recreation occupations, 44 per cent of those in professional occupations, and just over 41 per cent of those in sales.

Occupations having smaller percentages of females (with percentages in brackets) were managerial (12.2), craftsmen, production process and related workers (10.6), farms and farm workers (10.3) and transport and communication occupations (8.8).

In the distribution by industry, more than 54 per cent of the workers aged 45 and over in community service were females, and 30 per cent of those in trade were females. Other industries in which there were significant percentages of female workers were finance, insurance and real estate (26.0), manufacturing (20.6), public administration (18.7), agriculture (10.9) and transportation (9.3).

Analysis of the publication shows that more than 2,100,000 workers both male and female, or 32.7 per cent of the labour force, who are aged 45 or over are actively engaged in a wide range of occupations in every industry. Almost three quarters of these persons have full-time employment.



## Canadian Conference on the Family

*To stir up interest in problems facing modern families, the Governor General and Madame Vanier sponsor four-day meeting of welfare workers, sociologists, psychologists, and churchmen*

"The family is the basic unit of our society; upon its strength and vitality depends the moral fibre of a nation." This conviction and a deep concern for the Canadian family prompted His Excellency the Governor General and Her Excellency Madame Vanier to instigate and sponsor the Canadian Conference on the Family, which took place in Ottawa June 7-10.

The purpose of the Conference was to stir up an active public interest in and to promote a concerted study by individual research workers and various agencies into the problems facing the modern family. It was not intended as a problem-solving conference but rather as a means of pinpointing areas needing further study and attention.

The organization of the Conference consisted of a national council chosen by the Governor General, an executive committee with working committees, and executive staff of three persons drawn from the field of social work.

The Conference was almost 18 months in preparation, and the involvement and interest of many organized groups had been assured through a series of consultations, meetings, and interviews.

Groups and individuals had been invited to submit briefs and papers on the aspects of family life that were of particular concern to them. A cross-section of knowledge and recommendations was thus obtained in approximately 40 briefs.

**Participants** at the four-day Conference were selected to represent as many points of view and fields of relevant knowledge as possible. They included: welfare workers, sociologists, psychologists, members of religious orders, and others from all walks of life.

Four experts were asked to assume major roles. They were: Dr. Frederick Elkin, Associate Professor of Sociology, University of Montreal; Dr. Philippe Garigue, Dean of the Faculty of Social Sciences, University of Montreal; Dr. N. B. Epstein, Psychiatrist-in-Chief, Jewish General Hospital, Montreal; and Dr. Kaspar D. Naegle, Professor of Sociology, University of British Columbia.

Dr. Elkin's contribution is a 180-page report, *The Family in Canada*. It is a reference book on existing information on

the family and was the basic text studied by all participants.

The report includes a brief history of the family in Canada; demographic data; types of families—rural, French-Canadian, and other ethnic groups; family economic patterns, housing, mobility, and leisure; family roles and relationships; and a look at research on the atypical or deviant family.

In dealing with the family in which the mother is working outside the home, Dr. Elkin drew upon the Women's Bureau survey of *Married Women Working for Pay in Eight Canadian Cities*. This survey stands almost alone in research done on this relatively new aspect of Canadian family life.

**Program highlights** were: the opening and closing addresses by the Governor General; papers by Dr. Garigue and Dr. Epstein titled respectively "Permanence and changes in ideas on the family" and "The dynamics of family life"; a talk by Dr. Naegle on "Social forces affecting the family and its reaction to them"; and a closing summary by Dr. J. F. Leddy, President of the University of Windsor.

Round-table discussions on particular aspects of family life and factors affecting it were part of the Conference. On the final day, a panel of four persons synthesized the results of the discussions in a plenary session. They titled their presentation "The Canadian Family Present and Future".

An imaginative exhibit depicting, through photographs and text, the housing needs of the family through successive stages of its growth had been prepared by the Central Mortgage and Housing Corporation.

The Canadian Film Institute, in cooperation with the National Film Board, had compiled a special catalogue of 16mm films on the family and a display of books had been arranged by the Carleton University bookstore.

Delegates gave unanimous approval to a resolution that a permanent body be established to carry farther the work initiated at the Conference.

The National Council will now give careful study and consideration to the task of forming such an organization.

# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements expiring During July, August and September (except those under negotiation in June)

Company and Location	Union
Abitibi Power & Paper, northern Ontario .....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B. ....	Bakery Wkrs. (CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C. ....	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont. ....	Carpenters (Lumber & Sawmill Workers) (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont. ....	Steelworkers (AFL-CIO/CLC)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Saskatchewan Gov't. Telephones .....	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Government .....	Sask. Gov't. Empl. Assn. (Ind.) (classified services)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide .....	Teamsters (Ind.)

### Part II—Negotiations in Progress During June (except those concluded in June)

Bargaining Company and Location	Union
Air Canada .....	Machinists (AFL-CIO/CLC)
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld. ....	Carpenters (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Associated Clothing Mfrs., Montreal, Que. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority .....	Street Railway Empl. (AFL-CIO/CLC)
B.C. Telephone .....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), western Canada .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, I.G.A., Loblaw's & others, B.C. ....	Retail Clerks (AFL-CIO/CLC)
Canada Safeway, Loblaw's, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Canada Wire & Cable, Leaside, Ont. ....	U.E. (Ind.)
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que. ....	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Cloak Mfrs. Assn., Toronto, Ont. ....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S. ....	Marine Wkrs. (CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)



Company and Location	Union
Hopital Notre Dame, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hopital Ste. Jeanne d'Arc, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hopital Ste. Justine, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hospitals (7), Montreal & other centres, Que. ....	Service Empl. Federation (CNTU)
Hotel Dieu de Montreal, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hydro-Electric Power Commission of Ontario...	Public Empl. (CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C. ....	Empl. Assn. (Ind.)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont. ....	Millers (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Montreal Transportation Commission, Montreal, Que. ....	Railway, Transport & General Wkrs. (CLC)
New Brunswick Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Okanagan Federated Shippers' Assn., Okanagan Valley, B.C. ....	CLC-chartered local
Pacific Press, Vancouver, B.C. ....	Newspaper Guild (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (inside empl.)
RCA Victor, Montreal, Que. ....	IUE (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Sask. Wheat Pool (Country Elevator Div.), Sask. ....	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Steel Co. of Canada (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamil- ton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont. ....	Public Empl. (CLC) (inside empl.)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local

#### Conciliation Officer

Aluminum Co. of Canada, Arvida & other centres, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que. ....	Metal Trades' Federation (CNTU)
Assn. Patronale du Commerce (Hardware), Quebec, Que. ....	Commerce & Office Empl. (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
Canada Building Materials & others, Toronto, Ont. ....	Teamsters (Ind.)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que. ....	IUE (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
CPR, system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Cdn. Vickers, Montreal, Que. ....	Metal Trades' Federation (CNTU)
Carling, Labatt's, Molson, O'Keefe & other breweries, Winnipeg, Man. ....	Brewery Wkrs. (AFL-CIO/CLC)
Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C. ....	Pulp & Paper Wkrs. of Canada (Ind.)
Coal Operators' Assn., Alta. & B.C. ....	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mile Wkrs. (AFL-CIO/CLC) & others
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que. ....	Clothing Workers' Federation (CNTU)
Imperial Tobacco & subsidiaries, Ont. & Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., southern B.C. ....	Woodworkers (AFL-CIO/CLC)
Manitoba Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Motor Transport Industrial Relations Bureau (car carriers), Ont. & Que. ....	Teamsters (Ind.)
John Murdock, St. Raymond, Que. ....	Bush Workers, Farmers' Union (Ind.)
Northern Interior Lumbermen's Assn. B.C. ....	Woodworkers (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont. ....	Butcher Workmen (AFL-CIO/CLC)
Swift Cdn., (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Metro, Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto Metro, Ont. ....	Public Empl. (CLC) (outside empl.)
United Keno Hill Mines, Elsa, Y.T. ....	Mine, Mill & Smelter Wkrs. (Ind.)

## Conciliation Board

Company and Location	Union
Bakeries (various), Greater Vancouver, B.C. ....	Bakery Wkrs. (CLC)
Cdn. General Electric, Cobourg & Oakville, Ont. ....	IUE (AFL-CIO/CLC)
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. & cold storage cos., B.C. ....	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C. ....	United Fishermen (Ind.) (tendermen)
International Nickel, Thompson, Man. ....	Steelworkers (AFL-CIO/CLC)

### Post-Conciliation Bargaining

CNR, CPR & other railways .....	15 unions (non-operating empl.)
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### Industrial Inquiry Commission

Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
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### Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que. ....	Service Empl. Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Ottawa City, Ont. ....	Public Empl. (CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (outside empl.)

### Work Stoppage

Dupuis Freres, Montreal, Que. ....	Commerce & Office Empl. (CNTU)
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## Part III—Settlements Reached During June 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

**ALUMINUM CO. OF CANADA, KINGSTON, ONT.—STEELWORKERS (AFL-CIO/CLC):** 2-yr. agreement covering 1,400 empl.—general wage increases of 6¢ an hr. eff. May 8, 1964 and 6¢ an hour eff. May 8, 1965; Boxing Day to be ninth paid holiday in 1965; evening and night shift premiums to be increased to 9¢ and 12¢ respectively eff. May 8, 1965 (at present 7¢ and 10¢); company will continue to pay full cost of medical and hospital insurance; new provision for jury duty supplement; rate for labourer will be \$2.08 an hr. after May 8, 1965; agreement to expire May 18, 1966.

**ASSN. PATRONALE DES MFRS. DE CHAUSSURES, QUEBEC, QUE.—LEATHER & SHOE WKRS. FEDERATION (CNTU):** 2-yr. agreement covering 1,100 empl.—general wage increases of 8¢ an hr. retroactive to Jan. 1, 1964 and 3¢ an hr. eff. April 1, 1965; adjustments of 7¢ and 9¢ an hr. for certain classifications; wage increases of 10¢ an hr. retroactive to Jan. 1, 1964 and 5¢ an hr. eff. April 1, 1965 for maintenance empl. of one member company; 8 paid holidays (formerly 6); 3 wks. vacation after 20 yrs. of service; weekly indemnity increased to \$42 (formerly \$30); provision for bereavement leave introduced; provision for joint consultation for transfer and adaptation of empl. prior to technological change; agreement to expire March 31, 1966.

**BATHURST POWER & PAPER (CHALEURS DIV.) (FORMERLY CASCAPEDIA MFG. & TRADING) GASPE PENINSULA DIV.—BUSH WKRS., FARMERS' UNION (IND.):** 2-yr. agreement covering 500 empl.; wage increases of 35¢ to \$2.20 a day effective May 1, 1964 and 15¢ to 40¢ a day effective April 1, 1965; additional increases in piecework rates effective May 1, 1964 and April 1, 1965; vacation pay to be 3% of gross earnings after 60 days of service (formerly 2½% after 75 days); rate for labourer will be \$11.00 a day after April 1, 1965; agreement to expire March 31, 1966.

**CDN. GENERAL ELECTRIC, GUELPH, PETERBOROUGH & TORONTO, ONT.—UE (IND.):** 3-yr. agreement covering 5,500 empl.—general wage increases of 6¢ an hr. (Peterborough & Toronto) and 8¢ an hr. (Guelph) retroactive to Dec. 24, 1963, 6¢ an hr. eff. Dec. 24, 1964, and 6¢ an hr. eff. Dec. 24, 1965; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); 4 wks. vacation after 23 yrs. of service in 1966 (at present after 25 yrs.); improved medical and surgical insurance plan adopted; company-paid medical insurance up to \$4,000 for retired empl.; employer to pay 90% (formerly 70%) of life insurance premiums; rate for labourer will be \$2.18½ an hr. after Dec. 24, 1965; agreement to expire Dec. 24, 1966.

**CNR, WESTERN REGION—LOCOMOTIVE ENGINEERS (IND.):** 3-yr. agreement covering 890 empl.—wage increases of 4% eff. May 1, 1964, 4% eff. May 1, 1965 and 4% eff. May 1, 1966 for yard service empl.; wage increases of 1% eff. May 1, 1964, 1% eff. May 1, 1965 and 1½% eff. May 1, 1966 for road service empl.; improvements in sickness and accident benefit plan; agreement to expire April 30, 1967.

**CPR, SYSTEM-WIDE—LOCOMOTIVE FIREMEN & ENGINEERS (AFL-CIO/CLC):** 3-yr. agreement covering 1,880 empl.—wage increases of 1% eff. July 1, 1964, 1% eff. April 1, 1965, 1% eff. Jan. 1, 1966 and 1% eff. Oct. 1, 1966 for empl. in freight and yard service; wage increases of 1% eff. July 1, 1964, 1% eff. Feb. 1, 1965, 1% eff. Sept. 1, 1965, 2% eff. April 1, 1966 and 1½% eff. Nov. 1, 1966 for empl. in hostling and passenger service; agreement to expire June 30, 1967.

**CDN. WESTINGHOUSE, HAMILTON, ONT.—UE (IND.):** 3-yr. agreement covering 3,500 empl.—general wage increases of 6¢ an hr. eff. April 23, 1964, 6¢ an hr. eff. April 23, 1965 and 6¢ an hr.



eff. April 23, 1966; additional classification adjustments ranging from 2¢ to 7¢ an hr. in 1964; incremental increases of 0.4¢ in 1964 and 1965; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.) and 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) in 1964; 4 wks. vacation after 23 yrs. of service in 1966 (at present after 25 yrs.); new provisions for jury duty pay and bereavement leave; improved company-paid basic and major medical and surgical plan adopted; company to pay medical and surgical insurance premiums up to 1½ mos. and to share half the cost for the remaining time up to 6 mos. for laid-off empl.; company to pay basic medical and surgical insurance premiums for pensioners and spouses; new insurance plan adopted to provide twice annual wages for death in the course of travel on company business; additional life insurance of \$4,000 for male empl. and \$2,000 for female empl. to be available at 45¢ per \$1,000 along with present life insurance of \$4,000; improved disability benefit plan providing for \$35 a wk. (formerly \$30) during second 26 wks. and maintaining benefits for first 26 wks. at 50% of wages to a maximum of \$60 a wk.; rate for male labourer will be \$2.19 an hr. after April 23, 1966; agreement to expire April 23, 1967.

CLUETT PEABODY, KITCHENER & STRATFORD, ONT.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. eff. May 31, 1964 and 4¢ an hr. eff. May 31, 1965; weekly sickness and accident indemnities increased to \$25 for females (formerly \$20) and \$40 for males (formerly \$25); rate for warehouseman will be \$1.73 an hr. after May 31, 1965; agreement to expire May 31, 1966.

COLLINGWOOD SHIPYARDS, COLLINGWOOD, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 880 empl.—settlement pay of 5¢ an hr. from April 1, 1964 to July 1, 1964; wage increases of 4¢ an hr. eff. April 1, 1965, 4¢ an hr. eff. Oct. 1, 1965, 4¢ an hr. eff. April 1, 1966 and 5¢ an hr. eff. Oct. 1, 1966; company to contribute 4¢ an hr. eff. Oct. 1, 1966 toward proposed government pension plan; company to assume total cost up to \$26 a mo. per empl. of welfare provisions eff. July 1, 1964; rate for labourer will be \$1.84 an hr. after Oct. 1, 1966; agreement to expire March 31, 1967.

DAVIE SHIPBUILDING, LAUZON, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 1,100 empl.—wage increases of 6¢ an hr. eff. Jan. 1, 1964, 5¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. Jan. 1, 1966; company to contribute toward pension fund 4¢ an hr. eff. Jan. 1, 1965 for 10 yrs. for past service and 4¢ an hr. eff. Jan. 1, 1966 for future service; 8 paid holidays maintained and Thanksgiving Day to replace Immaculate Conception Day; rate for labourer will be \$2.06 an hr. after Jan. 1, 1966; agreement to expire Dec. 31, 1966.

DOMINION ENGINEERING, LACHINE, QUE.—MACHINISTS (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—settlement pay of \$20; wage increases of 4¢ an hr. eff. June 20, 1964, 4¢ to 6¢ an hr. eff. March 27, 1965 and 4¢ to 6¢ an hr. eff. March 27, 1966; 4 wks. vacation after 25 yrs. of service (formerly after 29 yrs.); agreement to expire May 27, 1967.

DOMINION TEXTILE, MONTMORENCY, SHERBROOKE, MAGOG & DRUMMONDVILLE, QUE.—TEXTILE FEDERATION (CNTU): 2-yr. agreement covering 4,000 empl.—settlement pay of \$55 from Feb. 16, 1964; wage increases of 9½¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 16, 1965 for bonus empl.; wage increases of 13¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 16, 1965 for hourly wkrs.; wage increases of 25¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 16, 1965 for tradesmen; vacation pay to be 4% of earnings after 5 yrs. of service and 5% after 10 yrs. of service (formerly 4% after 5 to 14 yrs. of service), 6% after 15 yrs. of service, 7% after 20 yrs. of service (formerly 6%), and 8% after 25 yrs. of service (formerly 7%); agreement to expire Feb. 15, 1966.

DOMINION TEXTILE, MONTREAL QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—settlement pay of \$55 from Feb. 9, 1964; wage increases of 9½¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for bonus empl.; wage increase of 13¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for hourly wkrs.; wage increases of 25¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for tradesmen; vacation pay to be 4% of earnings after 5 yrs. of service and 5% after 10 yrs. (formerly 4% after 5 to 14 yrs. of service), 6% after 15 yrs. of service, 7% after 20 yrs. of service (formerly 6%) and 8% after 25 yrs. (formerly 7%); agreement to expire Feb. 8, 1966.

DOMTAR PULP & PAPER (HOWARD SMITH PAPER DIV.), CORNWALL, ONT.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,000 empl.—general wage increase of 9¢ an hr. eff. May 1, 1964; additional classification adjustments ranging from 1¢ to 15¢ an hr. eff. May 1, 1964; evening and night shift premiums increased to 8¢ and 13¢ respectively (formerly 7¢ and 12¢); 2 wks. vacation after 2 yrs. of service (formerly after 5 yrs.); company contribution toward welfare plan increased by 25¢ per mo. for each eligible empl. eff. May 1, 1964; agreement to expire April 30, 1965.

FOREST INDUSTRIAL RELATIONS, B.C. COAST—WOODWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 27,000 empl.—general wage increases of 15¢ an hr. eff. June 15, 1964 and 13¢ an hr. eff. June 15, 1965; additional wage increase of 15¢ an hr. for tradesmen eff. June 15, 1964; weekly indemnity increased to \$50 payable up to 39 wks. (formerly \$35 payable up to 26 wks.); rate for labourer will be \$2.36 an hr. after June 15, 1965; agreement to expire June 15, 1966.

HOLLINGER CONSOLIDATED GOLD MINES, TIMMINS, ONT.—STEELWORKERS (AFL-CIO/CLC): 1-yr. agreement covering 1,300 empl.—settlement pay of \$25; wage increase of 6½¢ an hr. eff. June 17, 1964; 2¢ an hr. additional for all hrs. worked from June 17, 1964 for permanent empl. whose service is terminated due to mine closure; severance pay of \$40 per yr. of service at time of mine closure; rate for mill labour \$1.38½ an hr.; agreement to expire June 17, 1965.

HOSPITALS (13), MONTREAL, LACHINE, VERDUN, VALLEYFIELD & JOLIETTE, QUE.—SERVICE EEMPL. FEDERATION (CNTU) (registered nurses): 3-yr. agreement covering 1,200 empl.—salary increases of \$6 a wk. retroactive to Jan. 1, 1963, \$4.50 a wk. eff. Jan. 1, 1964 and \$3.50 a wk. eff. Jan. 1, 1965; work week to consist of 5 days @ 7½ hrs., and nurses are to be on hospital premises 8 hrs. a day; 10 paid holidays; 4 wks. vacation after 1 yr. of service; paid sick leave (maximum 120 working days) of 1 working day per mo. of service after ½-yr. of service, and 1½ working days per mo. of service after 5 yrs. of service; unpaid maternity leave to be taken in seventh mo. of pregnancy and nurse obliged to return to work between 45th and 60th day after childbirth; agreement to expire Dec. 31, 1965.

(Continued on page 686)

# 48th Conference—Canadian Delegation

*Canada's 27-member delegation to 1964 International Labour Conference includes Minister and Deputy Minister of Labour*

Canada had a 27-member delegation at the 48th International Labour Conference in Geneva from June 17 to July 9. Hon. Allan J. MacEachen, Minister of Labour; Manitoba Minister of Labour Hon. Obie Baizley, and Hon. Mr. Justice Joseph Marineau, President of the Workmen's Compensation Commission of Quebec, accompanied the delegation.

Heading the delegation again was George V. Haythorne, Deputy Minister of Labour, who was also one of the two Government Delegates; the other was John Mainwaring, Director, International Labour Affairs Branch, Department of Labour.

Joseph Morris, Executive Vice-President of the Canadian Labour Congress, once more was the Worker Delegate. The Employer Delegate was Patrick Draper, Vice-President of Canada Iron Foundries, Limited, Montreal.

This year's delegation had more women than ever before. Miss Marion V. Royce, Director of the Women's Bureau, and Miss Evelyn Woolner of the Legislation Branch, Department of Labour, were government advisers, and Miss Huguette Plamondon, a CLC regional vice-president, was a worker adviser.

The agenda of the conference included second discussion of draft instruments concerning hygiene in commerce and offices, and benefits in case of industrial accidents and occupational diseases. First discussions were held on the employment of young persons in underground work in mines, and women workers in a changing world.

The Canadian delegation comprised:

**Government Delegation**—Mr. Haythorne and Mr. Mainwaring; Substitute Government Delegate, Saul Rae, Ambassador and Permanent Representative of Canada to the European Office of the United Nations, Geneva; Advisers: J. H. Currie, Director, Accident Prevention and Compensation Branch; Miss Royce and Miss Woolner, all Department of Labour, Ottawa; R. M. Adams, Canadian Labour Counsellor, Brus-

sels; W. E. Bauer, First Secretary, Canadian Permanent Mission, Geneva; J. A. Beesley, First Secretary, Canadian Permanent Mission, Geneva; James A. Byrne, Parliamentary Secretary to the Minister of Labour; G. T. Dyer, Deputy Minister of Labour, Newfoundland; C. R. Ross, Occupational Health Division, Department of National Health and Welfare, Ottawa.

**Worker Delegation**—Mr. Morris; Substitute Worker Delegate and Adviser, Kalmen Kaplansky, Director of the CLC International Affairs Department; Advisers: L. A. Behie, Representative, United Steelworkers of America, Timmins; A. R. Gibbons, Secretary, National Legislative Committee, International Railway Brotherhoods, and Vice-President and National Representative, Brotherhood of Locomotive Firemen and Enginemen, Ottawa; Rene Harmegnies, CNTU, Quebec; A. G. Hearn, International Vice-President, Building Service Employees' International Union, Toronto; Miss Huguette Plamondon, CLC Quebec Regional Vice-President.

**Employer Delegation**—Mr. Draper; Substitute Employer Delegate and Adviser; J. P. Després, Director, Industrial Relations, Iron Ore Company of Canada, Sept-Iles, Que.; Advisers: J. G. Crean, President, Robert Crean & Co., Limited, Toronto; S. D. McMorran, Assistant Vice-President, The Bell Telephone Company of Canada, Montreal; Jack Ramage, Assistant Manager, Labour Relations, CPR, Montreal; G. A. Richardson, General Secretary, Railway Association of Canada, Montreal; Peter Stevens, Director of Labour Relations and Training, Canadian Construction Association, Ottawa.

Adviser and Administrative Secretary to the delegation was Gilbert Séguin, Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa. Miss Isabelle Lefort, Assistant Private Secretary to the Minister of Labour, was assistant secretary of the Canadian delegation.



# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May. The Board issued three certificates designating bargaining agents, ordered two representation votes, rejected two applications for certification, and granted one application for revocation of certification. During the month the Board received 12 applications for certification and allowed the withdrawal of three such applications.

### Applications for Certification Granted

1. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed by Upper Lakes Shipping Ltd., Toronto, Ont. (L.G., June, p. 495). The Seafarers' International Union of Canada had intervened.

2. District 50, United Mine Workers of America, on behalf of a unit of employees of the Canadian Westinghouse Company Limited, employed in its Atomic Fuel Department, Port Hope, Ont. (L.G., June, p. 495).

3. Canadian Merchant Service Guild, Inc., Eastern Branch, on behalf of a unit of mates employed by Trans-World Chartering Limited, Montreal, Que. (L.G., June p. 495). Local Union 13946, District 50, United Mine Workers of America, had intervened. In reaching its decision, the Board considered that the collective agreement between the intervener and the respondent was not a bar to the application for certification.

### Representation Votes Ordered

1. General Truck Drivers Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Liquid Cargo Lines Limited, Montreal, Que., respondent, and W. A. Presswood, intervener. The Board directed that only the name of the applicant appear on the ballot (L.G., June, p. 495) (Returning Officer: A. B. Whitfield).

2. Seafarers' International Union of Canada, applicant, Transworld Chartering Limited, Montreal, Que., respondent, and Local 13946, District 50, United Mine Workers of America, intervener. The Board considered that the collective agreement between the intervener and the

respondent was not a bar to the application for certification, and directed that the names of both the applicant and intervener appear on the ballot (L.G., June, p. 495) (Returning Officer: Miss M.-P. Bigras).

### Applications for Certification Rejected

1. International Union of Operating Engineers Local 882, applicant, National Harbours Board, Vancouver, B.C., respondent, and Vancouver Harbour Employees Association, intervener (L.G., May, p. 397). The application was rejected for the reason that in the circumstances of the case the proposed unit is not appropriate for collective bargaining under the provisions of Section (8) of the Act.

2. Rempel-Trail Transportation Employees' Association, applicant, Rempel-Trail Transportation Limited, Edmonton, Alta., respondent, and General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union, Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, interveners (L.G., June, p. 495). The application was rejected for the reason that the Board is still not satisfied that the applicant is a *bona fide* and functioning trade union within the meaning of the Industrial Relations and Disputes Investigation Act, no new satisfactory evidence having been furnished beyond what was provided at the time the Board rejected, on July 29, 1963, an earlier application by the same applicant.

### Application for Revocation Granted

The Board granted an application for revocation of certification made by the Board of Employees of John Kron and Son Limited, applicant, John Kron and Son Limited, Winnipeg, Man., respondent, and General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., June, p. 493). The application was for the revocation of the certification issued by the Board on November 8, 1957 to Local 979 in respect of a unit of employees of the respondent company at its Winnipeg terminal.

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

### Applications for Certification Received

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Quebec Cartier Mining Company, Port Cartier, Que. (Investigating Officer: Miss M.-P. Bigras).

2. Brotherhood of Railway Running Trades, on behalf of a unit of operating employees of The Shawinigan Falls Terminal Railway, Shawinigan, Que. (Investigating Officer: C. E. Poirier).

3. United Packinghouse, Food and Allied Workers, Local 1145, on behalf of a unit of employees of Maple Leaf Mills Limited, Calgary, Alta. (Investigating Officer: G. H. Purvis).

4. Association of Canadian Television and Radio Artists, on behalf of a unit of employees of the Canadian Marconi Company, Montreal, Que. (Radio Station CFCF) (Investigating Officer: Miss M.-P. Bigras).

5. Brotherhood of Railroad Trainmen, on behalf of a unit of yard conductors and

yard brakemen employed by The Shawinigan Falls Terminal Railway, Shawinigan Que. (Investigating Officer: C. E. Poirier).

6. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers and helpers employed by The Shawinigan Falls Terminal Railway, Shawinigan, Que. (Investigating Officer: C. E. Poirier).

7. National Syndicate of Employees of the Montreal Harbour, Grain Elevators Section (CNTU), on behalf of a unit of employees of the National Harbours Board, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

8. National Syndicate of Employees of the Montreal Harbour, General Operations Section, (CNTU), on behalf of a unit of employees of the National Harbours Board, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

9. National Syndicate of Employees of the Montreal Harbour, Cold Storage Plant Section (CNTU), on behalf of a unit of employees of the National Harbours Board,

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### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

10. International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen, Local 514, on behalf of a unit of foremen employed by Louis Wolfe and Sons, (Vancouver) Limited, Vancouver, B.C., (Investigating Officer: D. S. Tysoe).

11. International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen, Local 514, on behalf of a unit of foremen employed by Western Stevedoring Co. Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

12. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerical employees of Canada Steamship Lines, Montreal, Que., employed at

Windsor, Ont. (Investigating Officer: R. L. Fournier).

#### Applications for Certification Withdrawn

1. National Association of Broadcast Employees and Technicians, applicant, and Niagara Television Limited, Hamilton, Ont., respondent (L.G., July 1963, p. 601).

2. International Union of Operating Engineers, Local 968, applicant, Canadian National Railways Hotel Department (Nova Scotian Hotel), respondent, and Hotel and Restaurant Employees' and Bartenders' International Union, Local 662, intervener (L. G., June, p. 495).

3. United Packinghouse, Food and Allied Workers, Local 511, applicant, and Maple Leaf Mills Limited, Calgary, Alta., respondent (L.G., June, p. 495).

## Conciliation and Other Proceedings before the Minister of Labour

#### Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Railway Company (dining-car-service employees) and Brotherhood of Railroad Trainmen (Conciliation Officer: T. B. McRae).

2. Canadian National Railways (Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (Conciliation Officer: J. S. Gunn).

3. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).

4. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild, Inc. (Conciliation Officer: H. R. Pettigrove).

#### Settlements by Conciliation Officers

1. F. M. Yorke & Sons Limited, Vancouver, B.C., and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 495).

2. National Harbours Board, Port of Halifax, and Local 1843 of the International Longshoremen's Association (Conciliation Officer: D. T. Cochrane) (L.G., June, p. 495).

3. Buntain Bell and Co. Ltd. and J. A. Gormley Ltd., and Labourers' Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove) (L. G., June, p. 495).

4. *La Télévision de Québec (Canada) Ltée. (Postes CFCF-TV et CKMI-TV)*, and *L'Association Nationale des Employés et Techniciens en Radiodiffusion* (Conciliation Officer: C. E. Poirier) (L.G., June, p. 495).

5. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 495).

6. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of Canada (Conciliation Officer: G. R. Currie) (L.G., May, 397).

7. Canadian National Railways and Canadian National Railways Police Association (Conciliation Officer: C. E. Poirier) (L.G., April, p. 289).

8. Baton Broadcasting Limited, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 131).

9. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 131).

10. Canadian Pacific Railway Company, Merchandise Services Department, Prairie and Pacific Regions (Clerical Staffs) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 40).

11. Canadian National Railways (Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (Conciliation Officer: J. S. Gunn) (see above).

12. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (see above).

#### **Conciliation Boards Appointed**

1. Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians (L.G., May, p. 397).

2. Federal Electric Corporation, Paramus, New Jersey ("Dewline" operations in Canada), and Local 2085 of the International Brotherhood of Electrical Workers (no conciliation officer previously appointed).

#### **Conciliation Board Fully Constituted**

The Board of Conciliation and Investigation established in April to deal with a dispute between Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the

Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 496), was fully constituted in May with the appointment of J. C. Ross of Vancouver as Chairman. Mr. Ross was appointed by the Minister on the joint recommendation of the other two members of the Board, Richard A. Mahoney, Vancouver, and Roy C. Smith, North Surrey, B.C., who were previously appointed on the nomination of the companies and union, respectively.

#### **Conciliation Board Report Received**

Negotiating Committee representing the Associated Non-Operating Railway Unions, and the Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; The Midland Railway Company of Manitoba, and The Cumberland Railway Company (Sydney and Louisburg Division) (L.G., May, p. 398). The text of the report is reproduced below.

#### **Settlement Reached After Board Procedure**

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L.G., June, p. 496).

## **Report of Board in Dispute between**

### ***7 Canadian Railway Companies and***

### ***17 Associated Non-Operating Unions***

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, you appointed me as third member and Chairman of a Conciliation Board to endeavour to bring about agreement between the above-named parties respecting the terms to be incorporated into a collective agreement governing conditions of employment on and after December 31, 1963, the date when the former agreement expired by notice served by the Unions upon the

Railway Companies dated November 1, 1963.

A. Gordon Cooper, Q.C., of Halifax, was the nominee on the Board of the Railway Companies, and David Lewis, Q.C. of Toronto, was the nominee of the Unions.

Sittings of the Board to hear evidence and argument were held in Montreal on April 27, 28, 29 and 30, and May 5 and 6, 1964. Thereafter, the Board deliberated and met with representatives of the respective parties.

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During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with a dispute between Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; The Midland Railway Company of Manitoba; and The Cumberland Railway Company (Sydney and Louisburg Division), and 17 Associated International and National Railway Labour Organizations, representing approximately 100,000 non-operating employees.

The Conciliation Board was under the Chairmanship of the Honourable Mr. Justice F. Craig Munroe of Vancouver (a Judge of the Supreme Court of British Columbia). The other two members of the Board were A. G. Cooper, Q.C., of Halifax, the nominee of the companies, and David Lewis, Q.C., of Toronto, the nominee of the Negotiating Committee representing the unions.

The Report of the Chairman and Mr. Lewis constitutes the Report of the Board. The minority report was submitted by Mr. Cooper. The texts of the majority and minority recommendations are reproduced here.



Despite the application of intensive conciliation procedures, the Board was unable to bring about agreement.

The two issues in dispute concern rates of pay and amendments to the Health and Welfare Plan. I deal with each, in turn.

### *Health and Welfare*

Since all the Board members are in agreement as to the disposition to be made of the requests of the respective parties in this matter, and since I am satisfied that the differences between the parties will be resolved on the basis of the recommendations hereinafter appearing. I do not propose to detail the matters in issue.

### *Rates of Pay*

The request of the Unions respecting rates of pay was expressed as follows:

Effective with commencement of the calendar year 1964, average hourly earnings of non-operating employees shall be increased to provide parity with average hourly earnings in durable-goods manufacturing industries. By durable goods we mean the group of industries as defined by the Dominion Bureau of Statistics [and] introduced by the Railways in 1950 as a legitimate comparison, [and as] confirmed as the standard by Mr. Justice R. L. Kellock in 1952 and used during successive rounds of negotiation and conciliation ever since. By parity, we mean over-all equality with the standard throughout the life of the contract, in terms of step-by-step adjustments that match closely the changes in the standard, or through adjustments of a broader kind that allow earnings to be a little ahead of the standard for one part of the contract in compensation for being a little behind for another. The necessary increase shall be applied to all rates of pay with half expressed in percentage terms and half in cents per hour.

It will be observed at once that the Unions thereby requested this Board to recommend wage adjustments that would place non-operating railway employees at all times on a parity with the Dominion Bureau of Statistics computation of the average hourly earnings of all hourly rated employees in the durable-goods sector of the Canadian manufacturing industry.

The comparison that is made is a comparison of statistical averages, not of the respective wage rates but rather of actual average earnings. Such earnings, of course, are governed not alone by wage rates but also by other factors, including the amounts of overtime worked and paid for at premium rates, shift differentials, bonuses, and the relative number of high- or low-rated employees in each group. Thus, the request as worded does not appear to permit consideration of any other factor.

In opposing the request of the Unions as above set forth, the Railways took two positions: **first**, that if any such comparison

is to be made between the average earnings of durable-goods employees and the Railways' employees, it should be made not only with the non-operating railway employees but with what is termed the "railway group," which group includes the higher-paid operating employees and excludes certain other lower-paid groups such as clerks; and, **second**, that in any event, there is and can be no justification for parity between the earnings of employees in the durable-goods industries and non-operating railway employees.

These conflicting points of view give rise to a need for a brief review of the history of previous conciliation proceedings between these parties.

The "durable-goods" standard was not introduced by the Unions but emerged from a study and decision of the National War Labour Board in 1944. The Railways adopted and relied upon such standard in their submission to the 1950 Board of Conciliation and later the same year, in their submission to the Kellock Board of Arbitration, saying: "We again consider that the proper comparison is the whole group of durables industries." In his award, Mr. Justice Kellock said this:

"All of this merely emphasizes the obvious fact that in comparing railway wage rates with wage rates outside, the comparison should be with those sections of industry in which the nature and variety of employment, and proportions of male and female employees, and the territorial distribution are really comparable. The railway employees here in question are located all across the country in areas where industry is concentrated and where wages generally are high, as well as in less-concentrated or agricultural areas where rates are lower, and railway occupations cover a wide range from that of the skilled craftsman to the unskilled labourer, and from the dispatcher to the office boy, the wage structure having been built up by agreement to give effect rather to differences in responsibility and job content than primarily to geographical distribution.

"Without going through the list in detail a fair comparison on the basis of the factors already mentioned, is, in my opinion, furnished as nearly as may be, by the group of industries falling under the head of "durable-goods manufacturing." That section of industry employs probably a higher proportion of skilled workers than is the case with manufacturing generally, and the proportion of female employees is said, on the material before me, to be about the same as in the case of non-operating railway employees. Generally speaking, women in industry earn less than men, and the proportion of female employees is accordingly an important item in any proper comparison. In 1948, the durable-goods industry was used as a basis of comparison for similar purposes in the United States by a presidential board which had to consider problems akin to those arising here."

It is clear that the Unions then opposed the "durable-goods" standard and opposed it unsuccessfully, while the Railways advocated the "durable-goods" standard, and advocated it successfully.

In 1952, the Railways continued to advocate the "durable-goods" standard, and the majority report of the board held that "the proposed comparison is between non-operating railway workers and the durable-goods industries as a whole. In our opinion, such comparison is a valid one."

By 1954, a difference in emphasis may be detected. In his arbitration award of that year, Chief Justice Sloan said this:

"The durable goods industry has been generally used as a yardstick of comparison with railway working conditions. There are areas in which conditions are, to a degree, parallel for comparative use but there are divergences which render the yardstick misleading and not an absolute guide.

"In the over-all result it seems to me that the durable-goods industry may, with some reservations, be regarded as a reasonably good guide. It has at least one virtue: there is no other."

In 1956, the railways repudiated the "durable-goods" standard as anything more than a guide or one of several factors to be taken into account. In the intervening years since 1956, the railways have consistently opposed the mathematical and automatic application of the durable-goods standard and equally consistently, the unions have supported it. The results of such conflict may best be discerned from the majority reports of the several conciliation boards chaired, in each case, by distinguished Canadian citizens.

The 1956 board, of which the Chairman was E. G. Taylor, expressed its view as to the principles to be applied to wage determination in this field as follows:

"The first point which this Board would wish to emphasize is that, in its opinion there cannot be only one criterion governing wage determination. In every case there are several factors which must be taken into account. A proper standard of comparison is one factor, a very important one. Another is the pattern of wage increases in the community since the last wage increase was granted the particular group of employees involved. A third is the cost of living reflected by the consumer price index, which, in the present instance, has remained at the same level since the last wage increase. Finally, in appropriate circumstances, the ability of an industry to pay may also be of governing relevance. All of these factors must be kept in mind in attempting to arrive at a just and fair settlement of a wage or labour cost dispute."

Dealing specifically with the use of the durable-goods average as a standard, the same board said:

"In the totality of circumstances, we are of the opinion and so recommend that "Durable Goods" should continue to be accepted as

the appropriate standard. However, in our opinion, no standard can be an absolute guide or be applied mathematically and mechanically, regardless of all other circumstances and factors."

The 1958 conciliation board under Mr. Justice Thomson made some observations on the subject of the use of the durable-goods average as an absolute guide in the setting of non-operating wage rates:

"It is now generally accepted, however, that if any comparison is to be made, it should be made with those sections of industry in which the nature and variety of employment, the proportion of male and female employees and the territorial distribution of employees are most nearly comparable. On that basis, the employees in the durable-goods industries are as nearly comparable to the non-operating employees of the Railways as are the employees in any other group of industries in Canada, but that leaves much to be desired because of the many differences which do in fact exist between the railway industry and outside industries. In no case has any of the Boards or Arbitration Tribunals said that the durable-goods standard was an absolute guide or that it could be used to the exclusion of all other factors or circumstances which should be taken into account in wage determination."

The 1960 board of conciliation under the chairmanship of Mr. Justice Milvain was even more emphatic than the Thomson board in its conclusion that durable-goods earnings should not be applied mechanically and automatically to railway non-operating employees:

"I do not propose to quote the references made by previous boards to the durable-goods standards, as no real purpose would be served in so doing. What has been said by previous boards can be scrutinized by anyone who desires to do so through the simple medium of turning up the previous decisions. But whatever the particular language used may be, it seems to me that the evidence leads to the conclusion that the wage earners in durable goods as a group have important similarities to the railway non-operating force as a group and that there are also important differences. On the other hand, the attempts to find new standards in 1956 and 1958, and the Woods, Gordon study this year, amply point up the impossibility of finding complete comparison, much less identity, between job classifications within the non-operating railway work force and outside industry.

"The Woods, Gordon study, in particular, frankly admits this. After very careful and painstaking consideration, the consultants were able to find comparison for only some 20 occupations in the non-operating work force populated by about 19,000 employees out of a total of some 120,000. This is not difficult to understand since the railway industry is unique.

"For these reasons, it is clear that the durable-goods standard should continue to be recognized as an important signpost on the road that must be travelled to reach a rational conclusion on the question of wages for railway non-operating employees. I am also convinced, however, that the durable-goods standard cannot be regarded as a fixed and immutable thing to be applied with mathematical precision.



"It is true that, on the whole, the group of durable-goods employees contains relatively the same skills as are found among the railway non-operating employees and that the two groups also have a similar ratio of male to female employees. These are the two most important elements affecting wages. On the other hand, the two groups are substantially apart in their geographical and territorial distribution, and it is well known that wages and earnings differ from region to region in Canada. This difference does not invalidate the durable-goods standard as an important signpost, but it underlines the impossibility of applying durable-goods earnings mechanically and automatically to railway non-operating employees. Other factors should also be taken into account and the picture as a whole considered."

The 1962 board of conciliation, by its unanimous report, summarized the factors to which it gave weight in arriving at its recommendations with respect to wages. The board's report clearly did not endorse the use of durable-goods as an absolute standard for the determination of non-operating wage rates. The relevant portion thereof reads as follows:

"The Board has taken into consideration the relationship of the average hourly earnings of the non-operating railway employees with those of the durable-goods group of employees, and also considered the pattern of wage increases in the durable-goods industries so far negotiated for 1962 and 1963. In the light of these and other factors, including the economic and competitive position of the railways, the institution of the job security program, the economic conditions in Canada viewed as a whole, and other considerations referred to in the reports of previous Boards of Conciliation, the Board recommends the following wage increases."

From the above extracts from reports of boards of conciliation and arbitration dating from 1950, three conclusions emerge:

1. That all boards accepted the concept and value of some appropriate standard for comparing the earnings of non-operating railway employees with a comparable, or most-nearly comparable, group of employees in outside industry.

2. That they all accepted the group of employees in the durable-goods industries as the most-nearly comparable.

3. That they all rejected the idea of a mechanical or automatic application of the durable-goods standard but insisted, certainly since 1956, that other relevant factors must also be taken into consideration.

With these conclusions, I am in respectful agreement.

My conclusion that the reasoning of the boards of conciliation at least since 1956 does not establish any principle of a parity of averages is supported by the fact that the wage increases recommended by boards since 1956 did not result in a parity of averages. For the period from 1956 to 1963

inclusive, the average earnings of the non-operating railway employees have not equalled those in the durable-goods industries but have, rather, varied between a low of 91.4 per cent and a high of 95 per cent thereof.

In like manner, those reports lend no support for the proposition put forward by the Railways that the earnings of the durable-goods group should be compared, at the outset, with the "railway group" suggested by them. Nor do I see any merit in the proposition.

The factors to be considered in determining what is fair, just and equitable remuneration to be paid to the non-operating railway employees during 1964 and 1965 are, it seems to me, somewhat as follows:

1. Compare the average hourly earnings of the non-operating employees with those of the durable-goods group at the end of 1963. The figure for the non-operating employees is \$2.02 compared with the figure of \$2.16 for the durable-goods employees, a difference of 14 cents an hour.

2. Consider to what extent, if any, such averages are affected by overtime premium rates, and make an appropriate adjustment to the end that like will be compared with like, viz., straight-time earnings with straight-time earnings. Regrettably, there is nothing in the material before this Board upon which such a comparison may be made, and accordingly, no such adjustment can be made.

3. Consider what fringe benefits are available to each group and the cost thereof, and make an appropriate adjustment—because fringe benefits are part of the compensation paid to such employees. Here again, regrettably, there is nothing in the material before this Board upon which such a comparison may be made and accordingly, no adjustment can be made. During 1962, the cost of fringe benefits to the CPR for all their employees amounted, they say, to 39.3 cents an hour. Since then, there has been added for the benefit of their non-operating employees a "job security" program at a cost of 1 cent an hour. The comparable figures for the durable-goods group, unfortunately, are not before us.

4. Make an upward adjustment for the fact that there is now a slightly higher proportion (94 per cent as against 92 per cent) of male to female employees in the non-operating employees group (male wages being normally higher than female wages), and because the two major railways are the largest non-governmental employers of labour in Canada—larger than any firm in durable goods—(wages paid by large firms being normally higher than those paid by smaller ones).

Some evidence was presented on the relative proportions of skilled labour in the non-operating employees and those in durable goods, respectively, an important factor in wage comparisons. Unfortunately, however, the evidence was not sufficient to justify any conclusion as to their relationship.

5. Make a downward adjustment for the fact that a much higher proportion (89.1 per cent as against 60.7 per cent of the durable-goods employees live and work in the three industrial provinces of Quebec, Ontario and

British Columbia, where higher wages prevail, and for the fact that a higher proportion (77.2 per cent as against 67.8 per cent of the durable-goods employees live and work in urban centres in Canada where higher wages and higher living costs prevail.

6. Bear in mind that an increase in hourly wage rates will produce an increase in earnings greater than the amount of such increase in rates.

7. Consider whether or not the wages paid to the non-operating railway employees at the end of 1963 bear a fair and just relationship to the wages paid to employees in the durable-goods industries at that time, after adjustment for the factors referred to above. The answer to that question must be, I think, in the negative. The railway employees in Canada were in existence as a group and were organized in unions years before the modern development of the durable-goods industries. For many years, the railway non-operating employees were among the better-paid workers in Canada.

Despite a later beginning, the organized workers in Canada's durable-goods industries have in the past decade outstripped the average annual earnings of the non-operating railway employees. This is a position which, understandably, does not meet with the approval of such railway employees. This wage situation doubtless resulted in part from the financial position of the Railways during those years. The non-operating employees now ask to share in the present improved financial position of the Railways. There is, I think, merit in that proposition. But to expect any substantial lag that may have occurred over the years to be corrected all at one time is neither reasonable nor practicable.

8. Consider the wage increases contracted to be paid to durable-goods employees during the years 1964 and 1965. From the limited material before the Board, it seems clear that such wages will increase during 1964 and 1965. On the basis of such limited material, it would appear that average hourly wage rates in durable-goods industries will likely increase by not less than 10 cents an hour by the end of 1965.

9. Consider whether or not the new contract is to contain additional items of cost, apart from wage increases, for which the employers must find the necessary funds. While the recommended improvements in the Health and Welfare plan may ultimately result in increased contributions by the railways, the existing surplus in the fund is sufficient to pay the cost of the increased benefits up to and beyond the end of 1965.

10. Consider the economic and competitive position of the Railways. Since this Board last met in 1962, the financial position of the Railways has improved as increased demand for transportation developed from the increase in national output. The number of revenue freight cars loaded has increased substantially. Net railway earnings of the Canadian Pacific Railway Company after taxes, but before fixed charges (exclusive of earnings of non-railway subsidiary companies and exclusive also of earnings of telecommunications), amounted in 1963 to over 35 million dollars. I quote from the Canadian Pacific Railway 1963 Annual Report, at page 6:

"Net railway earnings, at \$35.3 million, increased \$6.3 million over 1962. This increase results from the inclusion in the 1963

accounts of the \$3.0 million net after taxes received from the Government of Canada in 1963 but applicable to the year 1962."

The net railway operating income for Canadian National Railways in 1963 was five million dollars, an improvement of nearly \$11 million over 1962. I quote from the Canadian National Railways 1963 Annual Report, at page 2:

"Railway operating revenues increased \$23.6 million, or 3.4 percent, to \$725.2 million, while expenses, at \$720.2 million, were \$12.8 million, or 1.8 per cent, higher than 1962. The resulting net railway operating income of \$5.0 million represented a \$10.8 million improvement over the \$5.8 million operating loss in 1962. Other income, together with net income from hotels, telecommunications and separately operated trucking companies, amounted to \$16.2 million, producing a surplus of \$21.2 million."

If one looks at the entire enterprise of the Canadian Pacific Railway Company rather than at its railway operations alone, one finds further evidence of prosperity, which is reflected in the rise in the price at which its shares are presently traded on the stock market. As one investment analyst expressed it: "The CPR balance sheet is strong, and improving appreciably each year . . . (It is) sure to increase its volume with the growth of the country." Looking ahead for the years 1964 and 1965, one can, I think, reasonably anticipate further increases in gross railway revenue.

On the other hand, the output of the railway industry since the end of World War II has not increased nearly as much as the output of the transportation industry as a whole, due to the rise of competition from other forms of transportation such as trucking, pipe lines, air transportation and private automobiles. The Railways, like most other business establishments in Canada, remain in an intensive competitive struggle. The people of Canada for many years, through successive governments at all levels, have in effect used public funds to subsidize the railway's competitors by building roads, airports, canals and pipelines, and in providing services, while at the same time burdening the Railways with costly statutory and regulatory obligations. The MacPherson Royal Commission recommended a transfer of this burden of public policy to the taxpayer, where it properly belongs. Since then, substantial interim payments have been made from the federal treasury to the Railways on that account, but the full recommendations have not yet been implemented by legislation.

11. Consider the economic conditions in Canada, viewed as a whole. Canada is now in a period of economic expansion. The expansion that began in 1961 has continued, and present evaluations indicate that this expansion will continue throughout 1964 and 1965. The gross national product for 1962 was 7.9 per cent higher than that of 1961 in current dollars and 6.1 per cent higher in constant dollars, based on 1957. Similarly, the gross national product for 1963 rose by 6.6 per cent in current dollars over 1962 and by 4.6 per cent in constant dollars. It is expected that capital spending in Canada during 1964 will exceed that of 1963. Many leading business men have predicted increases in industrial production and in the gross national product during 1964. The authorities quoted to us are quite optimistic about the outlook for 1964 and 1965.



12. Consider the actual or anticipated rise or fall in the consumer price index. During the period December 1961 to December 1963, the index rose from 129.8 to 134.2, an increase of 3.4 per cent. During the same period, average hourly earnings of non-operating employees increased by about 5 per cent. The index has risen an average of one-tenth of a point each month thus far in 1964. That it will continue to rise during 1964 and 1965 seems probable.

Assuming, as I do, that the above are valid factors to be considered when reaching a conclusion as to an appropriate wage increase for the years 1964 and 1965, it will be apparent that no mechanical or automatic slide scale is practicable, because, with the possible exception of items Nos. 1, 2 and 3 above, opinion and judgment enter into each and every one of such factors.

Nor is the task of arriving at an appropriate wage increase made easier by the fact that occupational wage rates range from \$1.44 to \$2.34 for hourly rated non-operating employees and from \$192.70 to \$575.24 for monthly paid employees. These employees live in remote hamlets and in metropolitan areas. Thus, that which may be considered an adequate or even generous wage increase for the former may be an inadequate or barely adequate increase for the latter.

Regard should also be had, I think, for the fact that as a result of the 1962 conciliation proceedings, wage rates for the non-operating railway employees increased by only 8 cents an hour over the following two-year period, contrasted with increases of 14 cents an hour gained in each of the conciliation proceedings of 1960 and 1958, and 16 cents an hour in the 1956 proceedings.

Having regard to all those factors, I consider that rates of pay for the non-operating railway employees should be increased as set out in my recommendations.

#### *My Recommendations*

##### *Health and Welfare*

1. Article III—Health and Welfare [Plan]—of the Master Agreement dated November 26, 1958, shall be brought up to date and reinstated.

2. Effective July 1, 1964, the Plan shall be revised (a) to increase the weekly indemnity from forty to fifty dollars, and (b) to provide fifteen hundred dollars of life insurance for each participating employee instead of one thousand dollars as heretofore.

3. No change shall be made in the existing time limitation on waiver of premium for basic and optional coverage.

4. No reduction shall be made in the contributions made to the fund by the employers or the employee except such as may hereafter be agreed upon by the parties.

5. Certain requests of the employees and of the employers are concerned with what should happen in the event that provincial or federal legislation is hereafter enacted to provide benefits provided under the Employee Benefit Plan. Such requests deal, in the main, with a hypothetical situation. Any recommendation made by the Board at this time would have limited application. I, therefore, make no recommendation in respect of the proposal made by either party.

##### *Qualification for Statutory Holiday*

6. I recommend that no change be made in the existing requirements.

##### *Term of the Agreement*

7. The new agreements shall be for a two-year period ending on December 31, 1965.

##### *Wage Increases*

8. To the hourly basic rates of pay in force at December 31, 1963, there shall be added the following:

- (a) Effective January 1, 1964 add six cents per hour.
- (b) Effective July 1, 1964, add a further three cents per hour.
- (c) Effective January 1, 1965, add a further two per cent.
- (d) Effective July 1, 1965, add a further three per cent. Daily, weekly and monthly rates shall be increased in an equivalent manner.

Save as aforesaid, the terms and conditions contained in the former collective agreements shall be renewed.

Dated at Vancouver, B.C., this 19th day of May, 1964.

(Sgd.) F. Craig Munroe,  
*Chairman.*

I am pleased to concur in the report and recommendations of the Chairman.

I also wish to express to you, Mr. Minister, my appreciation of the Chairman's painstaking and tireless efforts in the search for a just solution to the dispute you submitted to our Board.

Dated at Toronto this 20th day of May, 1964.

(Sgd.) David Lewis,  
*Member.*

#### **Minority Report**

##### *The Issues*

The demands of the Unions in this dispute are:

1. Effective with commencement of the calendar year 1964, average hourly earnings of non-operating employees shall be increased to provide parity with average hourly earnings in durable-goods manufacturing industries. By durable goods we mean the group of industries as defined by the Dominion Bureau of Statistics introduced by the Railways in 1950 as a legitimate comparison, confirmed as the standard by Mr. Justice R. L. Kellock in 1952 and used during successive rounds of negotiation and conciliation ever since.

By parity, we mean overall equality with the standard throughout the life of the contract, in terms of step-by-step adjustments that match closely the changes in the standard, or through adjustments of a broader kind that allow earnings to be a little ahead of the standard for one part of the contract in compensation for being a little behind for another. The necessary increase shall be applied to all rates of pay with half expressed in percentage terms and half in cents per hour.

2. Article III—Health and Welfare—of the Master Agreement dated November 26, 1958, shall be brought up to date and reinstated together with the additions specified in Items 3 and 4 hereof.

3. In the event that any province or the federal Government enacts welfare legislation covering benefits provided under the Employee Benefit Plan, the employees shall be relieved of the amount of their contribution to the extent of such benefits, and the Companies' contribution shall revert to the employees, except to the extent of additional benefits that may be agreed upon.

4. In order to reduce the uncommitted surplus accumulated in the Employee Benefit Fund since 1957, and to prevent further addition to this surplus, effective with the commencement of the calendar year 1964, the Plan shall be revised to (a) increase the weekly indemnity to fifty (\$50) dollars maximum, (b) remove the time limitation on waiver of premium, for basic and optional coverage and (c) to provide an additional one thousand (\$1,000) dollars of life insurance for each participating employee.

5. Where an employee is required to work or be available for service on both the day before and the day after a statutory holiday in order to qualify for compensation for that day, the requirements shall be changed to be *either* the day before *or* the day after, and the following clause shall be added to the individual agreements covering pay for statutory holidays: "An employee shall not be laid off for the purpose of evading payment of holiday pay."

6. Collective agreements between the Railways and the Organizations signatory thereto affected by this notice shall be amended to conform with these proposals effective January 1, 1964, and shall continue in effect until December 31, 1964, subject to sixty days notice by either party, which may be given at any time subsequent to October 31, 1964.

The Railways put forward counter-proposals relating to the Health and Welfare Plan as follows:

(a) that, should any benefits be provided by legislation that are in effect a substitution, in whole or in part, for the benefits available under the Employee Benefit Plan, and if any part of the cost of such benefits are, in effect, imposed, directly or indirectly, on the Companies, either as employers or as taxpayers, the Companies shall be relieved of their part of the cost of the benefits under the Employee Benefit Plan for which benefits have been substituted by such legislation; and

(b) that, for a period of two (2) years commencing January 1, 1964, there be a reduction in the monthly premium payments by non-operating employees covered by the Employee Benefit Plan so that for such period the monthly deduction per employee (to be matched by the Companies) will be 70 per cent of the monthly deduction in effect as of December 31, 1963. Further, that the remaining 30 per cent of the total premium payable to the underwriters be charged against the monies that have accumulated as a result of the contributions made by the employees and the Companies from the inception of the Plan on January 1, 1957 to the coming into force of the proposed new Supplemental Agreement, being in excess of the amounts required for the provision of the benefits contemplated by the Employee Benefit Plan.

### Wage Rates

The most important matter in dispute is the demand of the Unions for an increase in average hourly earnings of the organized non-operating railway employees (hereinafter referred to as the "non-ops group") to produce parity over the life of the contract with the Dominion Bureau of Statistics computation of the average hourly earnings in durable-goods manufacturing industries. This demand involves the automatic or mechanical application of average hourly earnings in durable-goods to the non-ops group.

The majority Report reviews the history of previous conciliation proceedings between the parties and of related arbitration proceedings, and it is unnecessary for me to repeat any such review here. It is sufficient to say that such a review establishes beyond question that no board or arbitrator since 1950 has approved the principle of parity as contended for by the Unions. The most that can be said is that the durable-goods standard has been referred to and considered as "an important signpost" in arriving at a decision as to what rates of wages should be recommended for the non-ops group. There are many other factors to be considered.

In no case since 1950 have any recommendations of boards of conciliation in fact recognized such parity. The following table relates the average hourly earnings of the non-ops group, as increased pursuant to the recommendations of the boards in and since 1956, to the average hourly earnings of the durable-goods group at the relevant times:



TABLE I

	Average Hourly Earnings Durables	Non-Ops	Cents Non-Ops Below Durables	Per Cent Non-Ops of Durables
December 1955 (prior to 1956 Board) .....	\$1.576	\$1.467	10.9	93.0
December 1957 (after 1956 Board) .....	1.781	1.628	15.3	91.4
December 1959 (after 1958 Board) .....	1.92	1.767	15.3	92.0
December 1961 (after 1960 Board) .....	2.02	1.926	9.4	95.3
December 1963 (after 1962 Board) .....	2.16	2.021	13.9	93.6

(Transcript of Evidence Volume 3, page 285.)

This table shows that the average of the "Per Cent Non-ops of Durables" is 93.07 per cent. The highest per-cent figure is 95.3 in December 1961 after the 1960 board under the chairmanship of Mr. Justice Milvain, and the lowest is 91.4 in December 1957 after the 1956 board under the chairmanship of E. G. Taylor. It should be noted that the 1960 board estimated a rise in average hourly earnings of 7.9 per cent in durable goods over a two-year period, when the actual rise was 5.2 per cent, with the

result that by December 31, 1961, the average hourly earnings of the non-ops group were 6.6 cents higher than intended.

Moreover, Mr. Justice Milvain said in the report of the 1960 board:

"At this point it is, however, significant to note, when comparing the average hourly earnings of non-operating employees with the average hourly earnings of employees in the durable-goods group of industries, that [recently] ... there has existed a definite relationship between them, as is exemplified by the following table:

Railway Non-Operating Average Hourly Earnings

	Rate	Per Cent of Durable Goods Earnings	Cents Below Durable Goods	Average Hourly Earnings in Durable Goods Industries
At December 1957 (before the effective date of the last agreement, January 1, 1958) .....	1.628	91.4	15.3	1.781
At expiry of last agreement, Dec. 1959..	1.767	92.0	15.3	1.92

The 1962 board, also under the chairmanship of Mr. Justice Munroe, resulted in unanimous recommendations that were adopted by both parties. These recommendations were for wage increases of 1 per cent effective March 1, 1962; 1 per cent effective October 1, 1962; 2 cents an hour on January 1, 1963; and a final 2 cents an hour on July 1, 1963, together with payment by the Railways of 1 cent an hour effective January 1, 1963, into job security funds. The total terminal wage increase amounted to 8 cents an hour. It is to be emphasized that these recommendations were accepted by the Unions and the Railways and were implemented.

It is therefore evident that the Unions in 1962 were satisfied with wage recommendations that did not and were not intended to produce parity of earnings with the durable-goods group of employees. Therefore, having regard to the settlement of 1962 and to what was said by Mr. Justice Milvain as

quoted above, any wage increase now to be recommended should in my view not be greater than will, as nearly as may be, preserve the relationship between the average hourly earnings of durable-goods employees and the non-ops group resulting in December 1963 from the agreed settlement of 1962 unless there are now factors present that were not present in 1962.

Apart from any such special factors, a question I deal with later, a proper wage increase would be not greater than required to match probable increases in durable-goods earnings in 1964 and 1965, assuming a two-year contract.

The evidence in this respect before the Board indicates annual increases in durable-goods wage rates of approximately 4.5 cents during 1964 and 1965. The Unions have estimated a total increase in durable-goods average hourly earnings for the year 1964 of 7.2 cents an hour, which is stated to be equivalent to an increase of 3.6 cents an

hour in the average value of the increase over the full year (original page 47, Exhibit 1). On this basis, if this same rate of increase is maintained during the year 1965, durable-goods average hourly earnings will increase by a total of 14.4 cents for the years 1964 and 1965, which would in turn produce an increase of 7.2 cents an hour in the average value over the two full years of 1964 and 1965.

Therefore, if to the durables average of \$2.16 in December 1963 is added 14.4 cents, the resulting figure for average hourly earnings in December 1965 becomes \$2.304. The amount required to maintain the December 1963 relationship is 93.6 per cent of \$2.304, or \$2.157, and the increase in average hourly earnings of the non-ops group needed to maintain that relationship is 13.6 cents.

The non-ops group, however, does not require 13.6 cents increase in wage rates to produce that figure in average hourly earnings but, based on an increase in average hourly earnings of 9.5 cents in December 1963, produced by actual wage increases of 7.85 cents agreed to by both parties in 1962, a non-ops wage increase of 11.2 cents in 1964 and 1965 will produce an average hourly earnings increase of 13.6 cents in December 1965 (original exhibit 6, Statement A 106).

During the course of the hearings, the Chairman asked the Railways whether or not the Railways had concluded agreements with any of their employees other than those represented before this Board for the year 1964 and, if so, for the particulars of such agreements.

The answer as contained in Exhibit 23 (of the original report) shows increases granted to certain running-trades employees of the two major railways for periods of two and three years commencing in 1964. It is significant to note that the increases granted to employees represented by the Brotherhood of Railroad Trainmen amounted to 5 per cent for a two-year period commencing 1964. Among the employees represented by this Union are classifications in yard service and switch tender service, both of which work under conditions comparable to the non-ops group—8 hours a day and time and one-half for overtime.

Using this group as a basis of comparison, it is clear that the comparable increase to non-operating employees required to maintain the relationship with the running-trades employees would be 10 cents an hour for the two years commencing January 1964. I consider this a relevant factor.

### *Railway Group*

It was contended by the Railways that the average hourly earnings of durable-goods workers should be compared not with the average hourly earnings of the non-ops group but with a more nearly comparable group of railway workers, which was referred to as "the railway group," and that this was the first step in adjusting to correct for distortions arising in the application of durable-goods average hourly earnings as a standard.

The average hourly earnings of durable-goods workers as computed by the Dominion Bureau of Statistics are based on the earnings of hourly and daily rated wage earners or production workers, a conglomerate group in the many industries that make up the durable-goods group. Earnings of clerical workers are not included in the average hourly earnings of durable-goods workers. In arriving at the railway group, the Railways excluded clerks and certain other classifications. The Railways also included in the railway group the running-trades employees of the Railways as being production workers. The railway group consequently consists of the non-ops group, excluding clerks and certain other classifications, and with the addition of the running-trades employees.

It was contended by the Unions that it is essential to any comparison that one commence with the employees represented before the Board, the non-ops group, and not with any other, but in my view, comparison of the average hourly earnings of the non-ops group, which includes clerks and does not include the more highly paid running-trades employees, with the average hourly earnings of the durable-goods group, leaves much to be desired. At the least, the non-inclusion of the running trades in the comparison is a factor to be taken into account. In this respect, the report of the 1958 board under the chairmanship of Mr. Justice H. F. Thomson contains the following:

"There is another factor which is sometimes lost sight of and that is that the employees appearing before this Board do not include the railways' operating employees. The latter are the more highly paid employees and, as a group, have a somewhat higher level of skills than the non-operating employees.

"There is some basis for the contention of the railways that, if comparisons are to be made with outside industries, they should really be made between the entire railway force (not a segment thereof) and the durable-goods industries. If the average hourly earnings of the entire railway working force are compared with the average hourly earnings of the entire working force of the industries in the durable-goods group, it will be found that the railway workers are quite as well off as the workers in durable goods."



Exhibit 11 (of the original report) shows that to reconcile the non-ops group and the railway group requires the deduction from the non-ops group of 15,814 clerks, stenographers and office machine operators, and the addition of 24,926 running-trades employees. Taking the first class alone, there are over 15,800 employees in the non-ops group who have no counterpart in durable goods, and close to 25,000 employees in the railways excluded from a test of railway wages against wages in durable goods. Therefore, even if direct comparison of railway group to durables should not logically be made, the durable-goods wages standard is surely to be considered with these considerations in mind as factors having weight. In this respect, I dissent from the view of the majority Report that the railway group should be entirely disregarded.

If the railway group is compared with the durables group, the comparison as at December 1963 is: railways \$2.174, and durables \$2.16. If further adjustments as between these two groups are made for known factors, namely, male-female ratio and geographical distribution, the comparison becomes: railways \$2.174, and durables \$2.028,

The durable-goods standard may be said to have become the standard for comparison with wages of the non-ops employees by default. As Chief Justice Sloan said in the arbitration award in 1954:

"In the over-all result, it seems to me that the durable goods industry may, with some reservations, be regarded a reasonably good guide. It has at least one virtue: there is no other."

It is my view that one of the reservations to this "reasonably good guide" is the fact that durable-goods employees do not include clerks, and the non-ops group does not include the more highly paid groups of railway employees.

#### *Other Factors*

I now turn to the question as to whether or not there are now factors present that were not present in 1962 and requiring consideration. In my view the only such factor is the improvement in the economy that has taken place since that time.

Evidence was adduced in the course of the hearings by the Unions as to current economic conditions in Canada. I do not propose to deal with that evidence in any detail. It does establish that Canada is now in a period of business expansion and that the current upswing, which began in the spring of 1961, is still continuing strong. Times are good in this country, and the outlook for the immediate future appears to be favourable.

The evidence refers to and quotes from economic surveys and forecasts conducted and made by government and by responsible private organizations. These surveys and forecasts are optimistic, and hold out the prospect of increased levels of spending for capital business investment, for social capital purposes and for new housing in 1964, and exports are expected to rise.

The Railways have not expressed disagreement with the view that economic activity in Canada is presently at a prosperous level. Mr. Emerson [R. A. Emerson, a Vice-President of the CPR] points out at the commencement of his evidence that Canada has, since the end of World War II, enjoyed a period of over-all growth and prosperity. The Canadian gross national product, on a constant 1949 dollar basis, has increased from \$15.4 billion in 1947 to \$29.5 billion in 1963, or by 91.0 per cent. The output of the transportation industry as a whole in Canada increased at a slightly greater rate.

In contrast, the output of the railway industry has increased in the period since World War II by only 13.0 per cent. The Railways have therefore not shared in the general growth that Canada has enjoyed since World War II, and it is the financial and economic position of the Railways that is here the relevant factor. The reasons for this situation are the striking rise of competition from other forms of transportation and increases in railway rates.

Competition, as is well known, has come chiefly from highway transport and pipelines, and in the passenger field, from private automobiles and air transportation. Rail transportation in 1948 accounted for approximately 67 per cent of the total of Canadian inter-city revenue ton-miles, road for approximately 7 per cent, water for approximately 26 per cent, and pipelines for none.

These percentages in 1962 became approximately: rail 41 per cent, road 11 per cent, water 26 per cent, and pipelines 22 per cent. Canadian inter-city passenger miles by type of public carrier show the following percentages in 1948—rail 48 per cent; bus 48 per cent, and air 4 per cent, and in 1961, the latest year for which figures are available, rail 28 per cent, bus 38 per cent, and air 34 per cent. These percentages are derived from Exhibits II and IV to Mr. Emerson's evidence and are set out on [original] pages 488 (b) and 488 (d) of Volume 4 of the transcript of evidence.

Added to the effect of competition and intensifying it has been the necessity for increases in railway rates due to increases in labour costs. But increasing rates resulted in loss of business to other forms of transporta-

tion or inability to apply the new rates in the face of competition. The Royal Commission on Transportation appointed in May 1959 "to inquire into and report upon the problems relating to railway transportation in Canada and the causes thereof" summed up the position of the railway in these words:

"Notwithstanding these recent indications of progress . . . their position of late . . . is not which engenders a ready optimism. Caught in a squeeze between declining revenues relative to traffic volume and the steady postwar rise in costs, the railways, in order to meet their financial requirements, have been forced to resort periodically to general rate increases . . . horizontal rate increases . . .

"With each successive increase in rates, however, certain traffic ceases to move because it cannot bear the higher rate; also, of course, the area of traffic exposed to competition expands and the railways, experiencing both erosion and attrition of their traffic, are faced with a situation where, if they are to continue to attempt to meet their financial needs in this way, they must apply larger and larger increases to a smaller and smaller portion of traffic. Thus, in what appears to be a self-defeating process, the railways find themselves . . . running faster and faster in order to stay in the same place."

The Railways, in addition to seeking rate increases, have also sought to improve their position by effecting technological improvements, the most striking being "dieselization," which required capital expenditures of \$230,000,000 in the CPR, producing annual savings, excluding the cost of capital invested, in excess of \$50,000,000. The CPR has expended over one billion dollars in capital investment in the period 1947-63.

Despite all these measures, the Railways, although now showing some improvement in net rail revenue, remain in a difficult situation. Net railway earnings of the CPR for 1963 were \$35.3 million after provision for income taxes of \$23.1 million. The Annual Report of Canadian Pacific for 1963 contains the following:

"NET RAILWAY EARNINGS of \$35.3 million, after provision for income taxes of \$23.1 million, were \$6.3 million, or 22 per cent higher than in the previous year. On a comparable basis, allocating to the year 1962 the payments for that year received in 1963 from the Government in respect of freight rate reductions and the recommendations of the MacPherson Royal Commission, the 1963 net earnings show an improvement over 1962 of less than 1 per cent."

Net railway earnings for the years 1958-63, both inclusive, in thousands, are as follows:

1958 .....	\$36,492
1959 .....	\$36,046
1960 .....	\$33,675
1961 .....	\$37,651
1962 .....	\$28,978
1963 .....	\$35,262

The net railway operating income of Canadian National for 1963 is \$5.0 million, representing a \$10.8 million improvement over the \$5.8 million operating loss in 1962. This is a small improvement indeed, considering, among other things, that rail-operating revenues for 1963 were \$725.2 million.

What of the future? The Government has indicated its intention to introduce, at the current session of Parliament, legislation to implement certain of the recommendations of the Royal Commission. The most important of the recommendations relate to: (1) uneconomic branch lines; (2) uneconomic rail passenger services; and (3) the process of railway rate making. The broad objectives for the future with respect to branch lines and passenger services is to eliminate such lines and services as are uneconomic. The Commission expressed it thus:

"Looking to the future one can visualize a rail system which is no longer geared to perform the entire transportation function to all segments of the community. The objective would be to have a rail system in which uneconomic portions would be small, kept in existence either because of the national necessity to provide a certain level of service in certain areas regardless of commercial considerations or kept in existence at the discretion of railway management for reasons of their own."

And:

"Therefore, our conclusion is that the railways must eventually withdraw all uneconomic rail passenger services, subject to similar time limitations imposed in connection with the abandonment of uneconomic plant." (Reference Vol. 1, page 45.)

The Commission recommended annual payments on a declining basis over five years in respect of uneconomic passenger train services, and annual payments over a period of 15 years in respect of uneconomic branch lines, and also recommended payments for services on a continuing basis in respect of the transportation of grain and grain products moving to export positions in Western Canada, and further, of passenger transportation that presently is provided free to members of the Senate and House of Commons and certain Government departments under the Railway Act and other statutes. Exhibit V to Mr. Emerson's evidence appearing on [original] page 488 (e) of Volume 4 of the transcript of evidence shows the "Estimated Effect" on net revenue of the Canadian Pacific Railway Company on the assumption that the payments recommended by the Commission will be enacted into legislation, as follows:



Estimated Effect on Net Revenue of Implementation  
of Recommendations of MacPherson Commission

Year:	First	Second	Third	Fourth
	(millions)			
Revenue Loss:				
Interim Payments .....	\$19.3	\$19.3	\$19.3	\$19.3
Freight Rates Reduction Act .....	7.1	7.1	7.1	7.1
Bridge Subsidy .....	3.9	3.9	3.9	3.9
	<u>\$30.3</u>	<u>\$30.3</u>	<u>\$30.3</u>	<u>\$30.3</u>
Revenue Improvement:				
Passenger Services—				
Proposed Payments .....	\$22.0	\$17.6	\$13.2	\$ 8.8
Grain at Statutory Rates—				
Shortfall on Variable Costs .....	2.0	2.0	2.0	2.0
Contribution to Constant Costs .....	9.0	9.0	9.0	9.0
Branch Lines .....	.....	2.3	2.9	3.3
	<u>\$33.0</u>	<u>\$30.9</u>	<u>\$27.1</u>	<u>\$23.1</u>
Net Revenue Improvement of (Loss)	\$ 2.7	\$ 0.6	(\$ 3.2)	(\$ 7.2)

It was further recommended by the Royal Commission that the Railways be free to set their own rates subject only to regulations as to minimum rates based on variable cost, and maximum rates with respect to shippers who have no practicable alternative to rail transport, based on variable cost plus a percentage over variable cost.

If these recommendations are implemented, the Railways will be entering a new environment in which the forces of competition with other forms of transportation will be the dominant factor. It may well be, and no doubt it is the hope of all concerned, that implementation of the recommendations of the Royal Commission will enable the railways to improve their relative position in the transportation industry, but there is no certainty at present as to whether this will happen or not.

Further economies and efficiencies will have to be made to attract more business at profitable rates. The future is clearly uncertain and therefore this is no time to place additional very heavy burdens on the Railways for undue increased wage costs. The evidence is that a one-cent-increase in wages to the organized non-ops groups will cost CNR and CPR \$2,177,000 annually, and if unorganized non-ops are included as they must be, this figure becomes \$2,431,000.

The cost to the CPR and CNR of the wage recommendations of the majority Report over the period 1964-1965 is in excess of \$57 million, and the annual cost

thereafter is in excess of \$46 million. These are staggering burdens to place on the Railways at this time.

#### *Wage Recommendations*

On the other hand, it must be recognized that the non-ops group is entitled to fair remuneration for its services. I have given most careful consideration to the wage recommendations contained in the majority Report, and find myself unable to agree with them. For the reasons given herein it is my recommendation that:

To the hourly basic rates of pay in force at December 31, 1963, there shall be added the following:

- (a) Effective January 1, 1964, add three cents per hour
- (b) Effective July 1, 1964, add a further three cents per hour
- (c) Effective January 1, 1965, add a further one per cent
- (d) Effective July 1, 1965, add a further two per cent. Daily, weekly and monthly rates shall be increased in an equivalent manner.

#### *Other Recommendations*

I concur in the recommendations contained in the majority Report as to Health and Welfare, Qualification for Statutory Holiday and Term of the Agreement.

Dated at Halifax, N.S., this 23rd day of May, 1964.

(Sgd.) A. Gordon Cooper,  
Member.

# Legal Decisions Affecting Labour

*Supreme Court of Canada rules a person exercising managerial functions is not subject to reinstatement by Labour Relations Board. British Columbia Supreme Court fines company and its employee for contempt of court order. In another decision, the same court remits arbitration award for reconsideration*

The Supreme Court of Canada, dismissing by a majority decision an appeal from the Ontario Court of Appeal, ruled that a person exercising managerial functions is not an "employee" within the meaning of the Ontario Labour Relations Act, and that consequently, the Ontario Labour Relations Board had no jurisdiction to reinstate such person in employment when his discharge was for union activities.

In British Columbia, the Supreme Court, imposed fines on a company and its employee for breaches of a court injunction preventing interference with union activities. It held that the company's liability for expressly unauthorized acts of its employee was based on the principle of the employer's liability for the acts of its employees.

In another decision, the Supreme Court, in chambers, remitted for further consideration an award of an arbitration board constituted under a collective agreement. The Court ruled that the board's award, which held that two employees were dismissed for proper cause, was based on inadmissible evidence, thus giving rise to an error in law apparent on the face of the award.

## Supreme Court of Canada . . .

**. . . rules that Labour Relations Board has no power to reinstate managerial employee**

On May 23, 1964, the Supreme Court of Canada, by a majority decision, dismissed an appeal from the decision of the Ontario Court of Appeal, and ruled that the power of the Ontario Labour Relations Board under Section 65(4) of the Ontario Labour Relations Act to reinstate in employment a person discharged for union activities applies only to an "employee" within the meaning of the Act, and that the Board has no jurisdiction to order the reinstatement of a person exercising managerial functions.

Mrs. Barbara Jarvis, an employee of Associated Medical Services Incorporated, was promoted in February 1960 to the position of Railway Claims Supervisor. On

February 2, 1961, she was discharged on the ground that she was engaging in union activities on company premises during working hours. She applied for reinstatement under Section 65 of the Act, and the Ontario Labour Relations Board ordered her reinstatement.

The Board found that Mrs. Jarvis had been dismissed for union activity; that she was a member of the Office Employees' International Union, Local 131, to the knowledge of the managing director of the company; that the union activity for which she was dismissed did not conflict with her duty to her employer; and that, although her duties were managerial in nature and she was therefore a person deemed not to be an employee as defined by Section 1(3) (b) of the Act, nevertheless she was a person entitled to the rights given under Section 65 of the Act. This decision was quashed by the Court of Appeal (L.G., April 1963, p. 313).

In the Supreme Court of Canada, Mr. Justice Cartwright, rendering the majority decision, stated that the question calling for determination was whether, under the Labour Relations Act, the Board had jurisdiction to order the reinstatement of Mrs. Jarvis, who, at the time of her discharge, had for almost a year ceased, for the purposes of the Act, to be an employee of the company in question.

It appeared to him that the appeal could succeed only if the court were able to construe the Act as giving the Board power, in appropriate circumstances, to compel the continuation of the employment, not only of all persons who are "employees" within the meaning of that term as defined in the Act but also of all persons exercising managerial functions.

In Mr. Justice Cartwright's opinion, such a construction would be at variance with the purposes that appear from reading of the Act as a whole, and would require giving a forced meaning to the words that the Legislature has employed.

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



Mr. Justice Cartwright was fully in accord with the unanimous reasons of the Court of Appeal delivered by Mr. Justice Aylesworth and he adopted those reasons in their entirety. His agreement included the following of Mr. Justice Aylesworth's statements:

... Once the board determined, as it had the right to determine, that the complainant was a person deemed not to be an employee for the purposes of the Act it had *ipso facto* demonstrated its lack of jurisdiction to proceed further with the complaint. The remedy, if any, of the complainant lies in another forum ...

It is trite to observe that the Board cannot by an erroneous interpretation of any section or sections of the Act confer upon itself a jurisdiction which it otherwise would not have.

Mr. Justice Cartwright dealt also with Section 80 of the Act\* and showed why that section did not prevent the quashing of the decision of the Board in the case at bar. In his view, the interpretation of this section most favourable to the appellant would be to oust the jurisdiction of the Superior Courts to interfere with any decision of the Board made in the exercise of the powers conferred upon it by the Legislature; within the ambit of those powers, the Board could err in fact or in law.

Mr. Justice Cartwright did not interpret this section, however, to mean that if the Board purports to make an order which, on the true construction of the Act, it has no jurisdiction to make, the person affected thereby is left without a remedy. In *Alliance des Professeurs Catholiques de Montreal v. Labour Relations Board* (L.G. 1953, p. 1177), Chief Justice Rinfret rejected such a suggestion.

The extent of the Board's jurisdiction is fixed by the statute which creates it and cannot be enlarged by a mistaken view entertained by the Board as to the meaning of that statute. The governing principle was stated by Mr. Justice Fauteux in *re Ontario Labour Relations Board, Toronto Newspaper Guild, Local 87 v. Globe Printing Co.* (L.G. 1953, p. 1174) as follows:

The authorities are clear that jurisdiction cannot be obtained nor can it be declined as a result of a misinterpretation of the law, and that in both cases the controlling power of Superior Courts obtains, notwithstanding the existence in the Act of a no *certiorari* clause.

\* Section 80 reads:

No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court, and no order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, *certiorari*, *mandamus*, prohibition, *quo warranto*, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

Mr. Justice Cartwright concluded that this was the rule applied by the Court of Appeal in the case at bar.

The Supreme Court of Canada (with three judges dissenting) dismissed the appeal from the Ontario Court of Appeal. *Jarvis (Barbara) v. Associated Medical Services Ltd. et al.*, Supreme Court of Canada, March 23, 1964; *Canadian Labour Law Reporter*, Para. 15, 511.

### British Columbia Supreme Court ...

#### ... rules company and its employee equally liable for breaches of court injunction

On November 28, 1963, Mr. Justice Ruttan of the British Columbia Supreme Court found a plant superintendent guilty of contempt of court for expressly unauthorized breaches of a court injunction. The court found the company equally guilty of contempt on the principle of the company's responsibility for the acts of its employees.

In May 1963, an injunction order was granted against the officers, agents, servants and representatives of the Hankin & Struck Frames Ltd., Hankin & Struck Mattress Ltd. and Hankin & Struck Furniture Ltd., restraining them from seeking by intimidation, dismissal, threat of dismissal or other means to compel or to induce any employee from joining or continuing to be a member or officer of the Upholsterers' International Union of North America, Local 1, and from discharging any employee for seeking to become a member or officer of the union or for union activities.

When the union moved for a motion to commit for contempt of court for breaches of the injunction, Mr. Justice Ruttan found that the charges could be substantiated only against Rudy Struck, a plant superintendent of Hankin & Struck Furniture Ltd., who also was a director and shareholder of the same company.

Evidence indicated that Struck advised one employee to leave the union on the grounds that he would probably have to pay oppressive dues, told another employee that he would possibly be promoted if he signed an anti-union petition, warned a third employee that the advent of the union would result in his demotion, and cautioned one other employee that his RCMP application would be viewed in a bad light if he joined the union. All these incidents, especially the last one, in which the statement made was shown to be pure fabrication, amounted to acts of contempt of the injunction.

Mr. Justice Ruttan stated that Struck had made no open threats or acts of coercion, but the message in each case was plain;

and that Struck knew on each occasion that he was consciously doing what he knew was forbidden: "inducing employees to refrain from becoming or continuing to be members of the union."

Mr. Justice Ruttan held Struck to be the only individual guilty of violating the injunction.

The question left to be answered was whether the uncondoned acts by Struck made the company also liable for violation of the injunction. Struck was and remains the plant superintendent and all the acts by him were performed on the business premises during business hours or shortly thereafter. The employees identified him with "the company" and the union therefore alleged that the company was equally responsible for the contempt of the injunction order.

It was argued for the company that no authority existed for the proposition that, if a case for contempt was made against Struck, the company was similarly liable, since evidence indicated that Struck, as an employee of the company, was instructed not to carry out his action in breach or in contempt of the court order.

An affidavit by the president and manager of the companies indicated that Struck and other officials of the companies involved were instructed not to say anything to the employees about joining or not joining the union or about the union's certification application. Further, these officials were instructed not to talk to the employees about conditions of employment, or union affairs or membership.

The affidavit stated also that the officials were cautioned several times that the instructions remained unchanged and that any disobedient act done in contravention of the instructions was done without right or authority.

Counsel for the companies submitted that the precedents require that a person "must do all he can to carry out the terms of the court order." Counsel further submitted that in the case at bar the company, through its president, had done all that it could possibly do to carry out the terms of the court order. A meeting of the executive officers had been called and they had been expressly warned to obey the order.

Mr. Justice Ruttan stated that counsel for the defence was identifying the actions of the company only with the actions of its president. He added, however, that the company operated also through Mr. Struck, who, as superintendent, had the authority for hiring and firing employees and for the general operation of the furniture factory. He thought that, when Struck

counselled the employees against joining the union, they were justified in believing that he spoke for the company and not just for himself.

Mr. Justice Ruttan ruled that the ratio in *Davis v. Barlow* (1911), 21 Man. R. 265, would seem to be applicable to the situation at bar and he referred to the decision of Chief Justice Mathers at pages 270-1 as follows:

... if Land has assumed to deliver the package, knowing that the injunction order had been issued, he did so without authority and in defiance of the rules of the Company ... The injunction having been granted, and notice of it having been received by the Company, they cannot excuse themselves by saying that the disobedience was without instructions. It would make no difference if the disobedience were ... in breach of duty, it was equally contempt on the part of the Company. They are responsible for the conduct of their officials and, if they employ officials who will violate their rules and disobey an order of this Court, they must take the consequences.

In the case at bar, Mr. Justice Ruttan held that, although Struck was the plant superintendent and a company director, it had not been shown that he was authorized to lay down or vary policy directives. When he ignored instructions given by the company's president he had no executive authority for his action.

Consequently, the company was liable, not because of its own executive act carried out by Struck as a responsible officer, but on the principle of responsibility of the company for the acts of its employees.

For the contempt of court injunction order, Mr. Justice Ruttan fined Struck \$1,000 and the company, \$1,000. *Upholsterers' International Union of North America, Local 1 v. Hankin & Struck Frames Ltd. et al*, (1964) 42 D. L. R. (2d), Parts 7 and 8, p. 554.

### **British Columbia Supreme Court...**

**...remits award to arbitration board on ground of error on the face of the record**

On January 22, 1964, Mr. Justice Aikins, in a chambers application to the British Columbia Supreme Court, held that, where the chairman of the arbitration board under a collective agreement ruled evidence tendered to the board to be admissible for a limited purpose only, and where that evidence was considered by the board in its wider and inadmissible aspects, then such evidence in its entirety affected the award, giving rise to an error in law apparent on the face of the award. Technically this amounted to misconduct on the part of the board and an award so arrived at may be quashed or remitted.



Two former employees of Passmore Co. Ltd. applied to set aside or remit the majority award of three arbitrators made in a dispute concerning their dismissal by the company.

The right of the company to dismiss the two employees was governed by the terms of the collective agreement with International Woodworkers of America, Local 1-405. Section 2 of the collective agreement reads: "The company shall have the right to select its employees and to discipline or discharge them for proper cause."

The company alleged that the employees refused to comply with the company's orders regarding grading of lumber or were incompetent and this was a proper cause for dismissal.

The arbitration procedure established in the collective agreement was followed and the majority award was in favour of the company. This award the employees wanted to set aside or have remitted.

The employees were employed as graders of lumber and were retained in the same position when the ownership of the company changed in 1959. The company policy under the previous ownership had been to grade lumber for shipment at 100 per cent on grade or better. After the change of ownership, this policy was altered. The company was a member of the Interior Lumber Manufacturers Assn., which had established a code of lumber-grading providing that if a shipment of lumber was not five per cent off the stated grade, the purchaser could not complain nor reject the shipment.

By using this method of grading, a lumber manufacturer was able to make a slight additional profit by grading a shipment of lumber not at 100 per cent on stated grade but at 95 per cent of stated grade. The new owners ordered the employees to accept this new method of grading.

The two employees continued to grade by their old method and their failure to carry out the company's new orders was alleged by the company to be proper cause for dismissal. The employees argued that an order to mis-state the grade on a lumber shipment was an improper order, which they were not required to obey.

Mr. Justice Aikins noted that the majority of the arbitrators found that the company order to the employees "to grade lower" was a proper one in the sense that it was an order which the employees were required to obey. The employees attacked the majority award on the ground that there was no evidence before the arbitrators on which they could base such a finding; secondly, that the decision of the majority

of the arbitrators was so obviously wrong in law that it amounted to an error in law on the face of the award.

Considering the first argument, Mr. Justice Aikins concluded that, although the record of the board's proceedings was not before him, it would appear from the reasons for the award that there was evidence before the board to support the majority decision that the order given to the employees was a proper one, which they were required to obey.

Next, Mr. Justice Aikins dealt with the employees' argument that the decision of the majority of the arbitrators—that the order about grading was a proper one to be obeyed by the employees—was so obviously wrong as to amount to an error in law on the face of the record. Counsel for the employees argued that under the grading rules the grader should make an honest attempt to grade to a perfect standard, that is, to have each shipment of lumber entirely at the grade stated. Counsel argued further that the rule of the Interior Lumber Manufacturers Assn. allowing a five-per-cent deviation below the stated grade was designed only to cater to inevitable minor error, that, with even the best grading, must arise from time to time, and to prevent claims concerning or rejections of lumber shipments that are minimally off grade.

Mr. Justice Aikins stated that, although he found this argument compelling, the difficulty was that the board's decision on the grading order depended largely upon the evidence tendered as to the duty of a grader. He added that he was unable to say that the employees established that there was no evidence before the arbitrators regarding the duty of a grader and the propriety of the grading order given by the company. Consequently, he found it impossible to say that the majority of the arbitrators erred in law in reaching the conclusion as to the propriety of the order given by the company to the employees.

The company asserted as a proper cause for dismissal either incompetence in re-ripping lumber, or disobedience of instructions given by the company in respect to re-ripping lumber. The case for the company was that, while the two employees were with the company, there was an excessive amount of re-ripping. The company asserted that the two employees had been told that the company policy was that a board was not to be re-ripped unless it would increase the grading by at least two grades.

In order to show that before the dismissal of the two employees there had been excessive ripping and that after the dismissal there was a very marked drop in the percentage of re-ripping, the company put two exhibits (Exhibits 7 and 8) before the arbitrators.

Apparently Exhibit 7 consisted of the daily production sheets from September 1961 to February 1962. The foreman who gave evidence before the arbitrators could not say anything one way or another concerning the accuracy of the daily production sheets in Exhibit 7. It was argued by the employees that Exhibit 7 was not admissible.

Exhibit 8 was a set of calculations made from the production sheets purporting to give the percentages of re-ripping from September 1961 to February 1962.

The chairman of the board ruled that Exhibit 7 would be admissible to show the total planer production but would not be admissible to show the amount of ripping or re-ripping, unless further evidence was given. No other evidence was given of the percentages of ripping and re-ripping over the months in question. Exhibit 8 (analysis

of the ripping and re-ripping percentages) depended for its validity entirely upon Exhibit 7.

In spite of this ruling of the chairman of the board, the majority of the arbitrators appeared to have placed reliance on Exhibits 7 and 8 as to re-ripping percentages.

In the opinion of Mr. Justice Aikins, Exhibit 7 was not admissible unless a witness was called capable of testifying as to its accuracy. Consequently, the majority of the arbitrators had failed to follow their own ruling in respect to Exhibits 7 and 8. And in deciding on the proper cause for dismissal, they relied on inadmissible evidence, which constituted an error in law apparent on the face of the award.

This, in the opinion of Mr. Justice Aikins, amounted technically to misconduct in the very broad connotation given to this word in the law relating to arbitration. Misconduct being one of the grounds upon which an award could be remitted, Mr. Justice Aikins decided, instead of quashing, to remit the award to the arbitrators for further consideration. *In re Arbitration between International Woodworkers of America, Local 1-405 and Passmore Lumber Co. Ltd.* (1964), 46 W.W.R., Part 10, p. 593.

## Recent Regulations, Federal and Provincial

*Ontario issues new minimum wage orders. Federal Government sets out standards for crew accommodation on Canadian ships*

In Ontario, new general orders applicable to both men and women and new orders governing hotel and restaurant workers, which went into force on June 29, provide for the establishment by December 27, 1965 of a general minimum wage of \$1 an hour.

The construction order for the Oshawa-Toronto-Hamilton Zone was extended to all the industrial areas in the province, and a new order was issued providing for the gradual introduction of a minimum wage of \$1.25 an hour for construction workers in the smaller centres.

New regulations under the Canada Shipping Act set out standards for crew accommodation in Canadian ships.

In Manitoba, higher fees were approved for licensed practical nurses.

### FEDERAL

#### Canada Shipping Act

New Crew Accommodation Regulations, issued under the Canada Shipping Act and gazetted March 25 as SOR/64-103, set

standards for crew accommodation on Canadian ships, including adequate standards for lighting, ventilation, drainage on open decks and sleeping room space.

The regulations apply to every Canadian ship required to be registered under the Act, except a fishing vessel or pleasure yacht. Provision is made for exemption by the Board of Steamship Inspection of any ship that is not new, and of certain other categories.

Crew accommodation in every ship and the means of access to it and egress from it must provide as far as practicable for the protection of the crew against injury, for the protection of accommodation against weather, the sea, or moisture due to condensation, for insulation from excessive heat and cold and for the exclusion of effluvium.

Every part of the crew accommodation, excluding areas such as store rooms, must be properly lighted with natural light. If this is impracticable in a passenger steamer or whaling ship, adequate electric light is a permissible alternative. Exceptions may be



made for sanitary accommodation and passageways if compliance would be unreasonable or impracticable.

Every ship must have an electrical system and an efficient alternative system of lighting or source of electric power to provide adequate lighting of crew accommodation. Standards of illumination are also fixed.

Crew accommodation must be ventilated by a system that will maintain the air in a state of purity adequate for health and comfort, and ensure sufficient movement of air under all conditions of weather and climate to which the ship is likely to be subjected. Among other provisions concerning ventilation systems are minimum dimensions for air inlet and exhaust systems.

Drainage requirements specify that efficient drainage pipes or channels must be provided for crew accommodation on an open deck where it is necessary to get rid of water shipped from the sea.

The standard for sleeping rooms in ships over 300 tons is a minimum floor area of 15 square feet per person excluding berth space, and a minimum cubical content of 120 cubic feet per person. A notice stating the number of men a sleeping room is constructed to accommodate must be posted in permanent form in the accommodation. Mess room, bathroom or washroom space may be included in estimating sleeping room space if it is for the exclusive use of the occupants of the latter, provided that the actual sleeping space is not reduced to less than 72 cubic feet per person, and the floor area to less than 12 superficial feet per person exclusive of berth space.

Crew accommodation is to be inspected by a steamship inspector whenever the ship is registered or re-registered in Canada, when the accommodation is substantially altered or repaired, or when the number of persons in a sleeping room exceeds the authorized maximum. An inspector may make an inspection whenever he considers that a contravention of the regulations has occurred. He is required to investigate a complaint signed by three crew members that crew accommodation does not comply with the regulations. Such complaints are to be lodged promptly, and at least 24 hours before the ship is due to sail, unless it is in port for a shorter period.

## PROVINCIAL

### Manitoba Licensed Practical Nurses Act

Regulations under the Manitoba Licensed Practical Nurses Act setting higher fees for licensed practical nurses were gazetted on May 9 as Man. Reg. 33/64 and came into force on May 1.

Under the new regulations, the minimum gross fees that may be charged by licensed practical nurses for services for an 8-hour, 10-hour, 12-hour or 20-hour day are \$10, \$13, \$15 and \$17.50, respectively. Formerly, the rates were \$8.25, \$10.75, \$13 and \$14.50.

A licensed practical nurse employed and paid by the month or longer period must now receive a minimum of \$215 a month. Formerly the minimum was \$170, plus laundering of uniforms. A practical nurse holding a provisional licence employed by the month must receive at least \$205 a month.

Licensed practical nurses employed by the month may not be required to work more than eight hours in a day or 40 in a week. Formerly, the weekly limit was 44 hours. Hours of duty is defined as the hours in any day in which a licensed practical nurse is on duty or remains, subject to call for duty, on the premises where the patient is being attended. If a licensed practical nurse is employed in a hospital, meal periods are not to be counted as hours on duty.

### Ontario Minimum Wage Act

The Ontario Industry and Labour Board recently published new minimum wage regulations extending to all parts of the province the new minimum wage program initiated last year with the order for the Oshawa-Toronto-Hamilton Zone.

It has issued two new general orders, one covering men and women in most of Southern Ontario and five of the more populous districts in Northern Ontario, and the other governing workers in the more sparsely settled areas of the province. Two orders along similar lines have also been issued for hotel and restaurant workers.

The coverage of the construction order for the Oshawa-Toronto-Hamilton Zone has been extended so that it now applies in all the more populous and industrialized areas of the province, and a new order has been issued governing construction workers in other parts of Ontario.

The Industry and Labour Board has also amended the general order and the hotel and restaurant order for the Oshawa-Toronto-Hamilton Zone to bring their provisions into line with those in the new orders.

The general order for women remains in force but its coverage has been reduced so that it now applies only to female employees in tourist establishments located outside the Oshawa-Toronto-Hamilton area which are open for six months or less in any calendar year.

The new orders have as their objective the establishment by December 27, 1965 of a general minimum wage of \$1 an hour for both men and women and a minimum of \$1.25 for construction workers. Lower minima are set for certain part-time and seasonal workers and for persons under 18 employed as messengers or in similar occupations. Some training rates are also provided.

The new minimum wage rates were based on very extensive studies which the Department of Labour conducted in the past year to determine actual employment conditions and levels of wages paid in various parts of the province. An intensive survey was made of wage rates paid by a cross-section of employers in all parts of Ontario. This survey was in two forms—a direct enumeration of 6,800 business operations with fewer than 15 employees, and a mail survey of approximately 4,000 larger establishments. In addition to this survey, the Department examined other existing statistics available from the Dominion Bureau of Statistics and elsewhere.

These studies revealed that a sizeable proportion of wage and salary workers in Ontario were being paid less than \$1.25 an hour. From this, the Minister said, the Government had concluded that a general minimum wage of \$1.25 an hour, however desirable, was not feasible at the present time. It was apparent, he said, that, if a rate of \$1.25 an hour were established at this time, many small employers who employ fewer than 15 persons, and some large employers as well, would find it very difficult to do business in Ontario and might have to cut back their operations or even move outside the province.

The survey results and other studies also indicated that a little more than 132,000 persons or 6.5 per cent of all the non-agricultural wage and salary workers were at that time earning less than \$1 an hour. Of these 132,000, approximately 100,000 were in the service industries and trade, 19,000 in manufacturing, and the remaining 13,000 in primary industries, construction, finance, insurance and real estate. Some 65 per cent of this total of 132,000 were women, the Minister said.

As a result, the Government had concluded that a \$1-an-hour general minimum wage rate could not be applied immediately throughout Ontario. It had decided that the province must be zoned on the basis of economic conditions and the current minimum wage objectives must be reached by stages.

## NEW GENERAL ORDERS

**Zones**—For purposes of this extended minimum wage program, two new zones have been created, the Southern Ontario Zone and the Northern Ontario Zone.

The Southern Ontario Zone takes in the more highly industrialized and more populous areas of the province, apart from the Oshawa-Toronto-Hamilton Zone established last year. It comprises that part of Ontario lying south of a line following the northern boundaries of the counties of Lambton, Middlesex, Perth, Wellington, Peel and York, continuing eastward along the northern boundary of the bottom tier of townships in Victoria county, and on in an easterly direction to include the more heavily populated portions of the counties of Peterborough, Hastings, Lennox and Addington, Frontenac and the counties bordering the St. Lawrence River up to the Quebec border. In this area are located such cities as Windsor, Sarnia, London, Chatham, Woodstock, St. Thomas, Welland, Guelph, Brantford, Galt, Peterborough, Belleville, Kingston, Brockville and Cornwall.

The Ottawa area (the cities of Ottawa and Eastview, the Village of Rockcliffe Park and the townships of Gloucester and Nepean) is also included in the Southern Ontario Zone.

This zone also includes five of the more populous and industrialized areas of Northern Ontario, where economic conditions are similar to those in the southern part of the province, including the cities of Fort William, Port Arthur, Sudbury, Sault Ste. Marie and North Bay, and the towns of Chelmsford, Copper Cliff, Coniston, Lively and Timmins.

The Northern Ontario Zone comprises that part of the province not included in the Southern Ontario Zone or in the Oshawa-Toronto-Hamilton Zone. This means that it comprises not only most of Northern Ontario (except the larger centres) but also the less populous parts of Southern Ontario, including the counties of Renfrew, Lanark, Russell and Prescott, the towns of Alexandria and Campbellford, and a number of villages and more sparsely populated townships in the counties of Stormont, Dundas and Glengarry, Northumberland, Hastings, Lennox and Addington, Frontenac, Leeds and Grenville, Peterborough, Victoria and Carleton.

**Exemptions**—The new general orders cover all employees in the two zones except:

- registered apprentices;
- students employed in children's camps or in recreational programs operated by



school boards, municipalities or charitable organizations;

—residential building superintendents, janitors or caretakers who live on the premises;

—real estate and insurance salesmen, door-to-door salesmen (other than route salesmen) and other salesmen who determine their own hours;

—professional persons, including teachers, nurses, nursing assistants, dental technicians, drugless practitioners, optometrists, public accountants and professional trainees;

—students employed as supervisors or counsellors of children under 18;

—secondary school students who work without pay in a business or commercial establishment for not more than two weeks in the school year under the Diversified Occupational Programme of the Department of Education;

—domestic servants in private homes;

—employees engaged in farming operations or in commercial fishing; and

—persons subject to another order.

**General Minimum Rates**—The general minimum wage order for the Southern Ontario Zone (O. Reg. 97/64) set a minimum wage of \$1 an hour for men, effective from June 29.

The rates for women in this zone are to be increased gradually, however, in order to prevent dislocation and loss of employment. From June 29 to September 28, 1964, the rate for women in the Southern Ontario Zone is 85 cents an hour, increasing to 90 cents on September 29, 1964, and to 95 cents on December 29, 1964. After March 29, 1965, the minimum for women in this zone is \$1 an hour.

In the Northern Ontario Zone, the initial rates for both men and women are lower than in the Southern Ontario Zone and the period of adjustment to the \$1-an-hour minimum is longer. For work performed in the period from June 29, 1964 to December 28, 1964, men in this area must be paid at least 85 cents an hour. From December 29, 1964 until December 26, 1965, the regular minimum for men in the Northern Ontario Zone is 90 cents an hour, increasing to \$1 an hour on December 27, 1965.

Initially, the rate for women in the Northern Ontario Zone is 5 cents an hour less than the minimum for men but reaches parity with the male rate after six months. From June 29, 1964 until December 28, 1964, the minimum for women in this area is 80 cents an hour, increasing to 90 cents an hour on December 29, 1964, and to \$1 an hour on December 27, 1965.

**Special Rates**—Following previous practice, the new orders set lower minima for certain categories of workers.

A minimum wage of 80 cents an hour is set for students in the Southern Ontario Zone who do not work more than 28 hours a week and for seasonal workers employed in a plant processing perishable fruits or vegetables for not more than 16 weeks in a calendar year. In the Northern Ontario Zone, the minimum payable to such workers is 75 cents an hour during the period from June 29, 1964 to December 26, 1965, and 80 cents an hour thereafter.

A lower minimum, 60 cents an hour, is set for persons under 18 working as messengers or delivery boys, newsboys, pin setters or shoeshine boys or employed as caddies or in the professional shop at a golf course, in a public library, or in an amusement or refreshment booth at a fair or exhibition. In the Southern Ontario Zone, this 60-cent rate took effect from June 29, but in the Northern Ontario Zone it does not go into force for 18 months. During the transitional period (June 29, 1964 to December 26, 1965) the minimum payable in the Northern Ontario Zone to delivery boys and other young persons in this category is 50 cents an hour.

**Learners' Rates**—Subject to certain restrictions, lower minima are also payable to learners both in piecework and non-piecework employment. During the first four months of employment, a learner who is not hired on a piecework basis may be paid up to 10 cents an hour less than the applicable minimum hourly rate.

A learner who is paid on a piece-work basis may be paid up to 20 cents less than the applicable minimum hourly rate during the first three months of his employment and up to 10 cents less during the next three-month period.

The number of employees classified as learners may not exceed one fifth of the total number of employees in an establishment, except that an employer with fewer than five employees may employ one learner.

Furthermore, certain classes of employees may not be paid at learners' rates even though inexperienced. They are:

—persons holding a certificate of apprenticeship or a certificate of qualification under the Apprenticeship and Tradesmen's Qualification Act, 1964, or any earlier Act;

—office workers who hold a secondary-school graduation diploma of a commercial course or who have completed a course in business or office practice provided by a registered trade school;

—part-time workers employed for less than 28 hours a week; and

—persons subject to the special provisions for persons under 18, students and seasonal workers described above.

**Other Provisions**—The general orders state that all time spent by the employee waiting at the place of employment at the employers' request is to be considered working time, whether or not he is actually working.

These orders also provide for minimum call-in pay. Every employee who reports for work in response to a call from the employer, other than a student who normally works only 28 hours a week or less, must receive at least three hours pay at the applicable minimum rate even if he does not work three hours. This rule does not apply, however, if the employer is unable to provide work for the employee because of fire, lightning, power failure, storms or like causes of work stoppage beyond the control of the employer.

The orders further provide that in establishments where some or all of the employees are paid on a piece-work basis, the employer will be considered to have complied with the minimum wage requirement if four-fifths of the piece-workers receive the equivalent of the prescribed minimum wage for any pay period.

The orders prohibit deductions from the minimum wage for the purchase, use, laundering or cleaning of uniforms, aprons, caps or similar articles of apparel.

## ORDERS FOR HOTELS AND RESTAURANTS

The orders for hotel and restaurant workers in the Southern Ontario and Northern Ontario Zones (O. Reg. 98/64 and O. Reg. 101/64), which have the same geographic coverage as the general orders for these zones, apply to all inns, motels, hotels, taverns or other refreshment places in these areas as well as to establishments licensed under the Liquor Licence Act. They do not, however, cover tourist establishments licensed under the Tourist Establishments Act operated for not more than six months in a calendar year.

The hotel and restaurant orders set the same rates as the general orders, providing for the gradual introduction, over an 18-month period, of a general minimum wage of \$1 an hour, of a minimum of 80 cents an hour for students employed for not more than 28 hours a week and of a minimum of 60 cents an hour for persons under 18 years working as messengers, newsboys, etc. The stages are the same as in the general orders.

Provision is also made for a differential for learners, the orders for hotels and restaurants permitting an employer to pay a learner at a rate of not more than 10 cents less than the applicable minimum hourly rate. The learning period, however, is shorter than under the general orders; one month instead of four. The hotel and restaurant orders also stipulate that learners' rates are not payable to cleaners, janitors or persons performing similar maintenance duties in hotels and restaurants nor to employees for whom special minimum rates are set, even though they may have had no previous experience in the type of work for which they were hired. A quota similar to that in the general orders is also imposed.

In line with previous practice, the orders for hotels and restaurants limit the value that may be placed on board and lodging provided as part of wages. The maximum amounts at which meals or a room or both may be valued for minimum wage purposes are: 50 cents per meal for each period of at least four hours worked in a day, and an additional 50 cents per meal when more than two hours remain after the employee's work week has been apportioned among all of such four-hour periods worked by that employee in that work week; \$5 per week for a room; \$15 for a week's board and lodging. These rates are the same as those set last year for the Oshawa-Toronto-Hamilton Zone.

A new feature is that standards are now laid down for rooms provided hotel and restaurant workers. Every room must be properly lighted, heated and ventilated and immediately accessible to proper toilet and washroom facilities. It must be reasonably furnished and supplied with clean bed linen and towels at least once a week. The orders further stipulate that only one person may occupy the room, except in the case of a married couple or when two people of the same sex agree to share the sleeping quarters provided.

The orders also include provisions respecting payment for waiting time, minimum call-in pay and deductions for uniforms, which are similar to those in the general orders.

## ORDERS FOR CONSTRUCTION WORKERS

As indicated above, the coverage of the construction order for the Oshawa-Toronto-Hamilton area has been extended and a new order has been issued governing construction workers in the remainder of the province.



Now designated as the order for the Oshawa-Toronto-Hamilton and Southern Ontario Zone, the amended order takes in not only the so-called "Golden Horseshoe" but also the more populous and industrialized areas of both Southern and Northern Ontario.

As a result of this change, construction workers throughout the entire area are now entitled to a minimum wage of \$1.25 an hour, the rate set in the original construction order.

The new construction order (Ont. Reg. 102/64) applies in the parts of Ontario not covered by the construction order for the Oshawa-Toronto-Hamilton and Southern Ontario Zone. It covers all construction workers except student architects, surveyors or engineers, registered apprentices, and full-time maintenance workers employed by an industrial, manufacturing or service establishment.

Like the other new orders for this zone, the new construction order provides for a transitional period in order to give employers time to adjust their operations and to cushion the impact of change. During the period from June 29, 1964 to December 26, 1965, the minimum wage for construction workers in the Northern Ontario Zone is \$1.15 an hour, reaching the \$1.25-an-hour objective on December 27, 1965.

#### ORDERS FOR OSHAWA-TORONTO-HAMILTON ZONE

A number of amendments were made to the general order and the hotel and restaurant order for the Oshawa-Toronto-Hamilton Zone to bring their provisions into conformity with the comparable orders for the Southern Ontario and Northern Ontario Zones.

The principal change was the establishment of a minimum wage of 60 cents an hour for persons under 18 employed in occupations such as messenger or pin setter. The original orders set a minimum of 80 cents an hour for employees in this category. According to press reports, the Minister said this 80-cent-an-hour rate had been found to be too high and had had to be reduced because it had caused some young workers to lose their jobs.

#### ORDER FOR FEMALE EMPLOYEES IN TOURIST ESTABLISHMENTS

As noted above, the general order for women remains in force but its coverage has been reduced so that it now applies only in tourist places throughout the province that are not open for more than six months in any calendar year, except those in the Oshawa-Toronto-Hamilton Zone.

There is no change in the rates, which are set on a weekly basis with zone differentials and lower minima for inexperienced workers.

There are, as before, three zones with the same boundaries as formerly. Zone I again comprises the city of Windsor and its environs, and the cities of London, Ottawa, Eastview and the Village of Rockcliffe Park. Zone 2 comprises every local municipality and every school section under the Public Schools Act within unorganized townships or unsurveyed territory having a population of 3,000 or more and not included in Zone I. Municipalities and school sections with a population of less than 3,000 form Zone 3. As indicated above, municipalities in the Oshawa-Toronto-Hamilton Zone are expressly excluded from this order, whatever the population.

The weekly minimum for experienced female employees in tourist establishments that are open for six months or less in a year is \$30 in Zone 1, \$28 in Zone 2, and \$26 in Zone 3.

Lower minima continue to be set for inexperienced workers, that is, employees who have worked for less than six months in the class of employment for which they were hired. During the first three months, the minimum weekly wage payable to inexperienced female employees in tourist establishments remains \$26 in Zone 1, \$24 in Zone 2 and \$22 in Zone 3. The minimum payable during the second three months is \$28, \$26 or \$24, depending on the location.

Part-time employees and employees engaged as cleaners or elevator operators or who work in any place where meals are served to the public may not be paid learners' rates, whatever their experience. The amended order does not, however, impose any restrictions on the number of persons who may be employed at learners' rates.

A part-time employee in a tourist establishment who works less than four hours a day must be paid a minimum of four hours wages, determined either by the proportion the applicable minimum weekly wage bears to the normal weekly work period for the establishment, or by not less than one-twelfth of the minimum weekly wage, whichever is greater.

The order continues to regulate the amounts that may be deducted for board or lodging where an employee receives meals or room or both as part of her weekly wages. In Zones 1 and 2, the maximum amounts at which these may be valued for minimum wage purposes remain:

*(Continued on page 608)*

# Monthly Report on Operation of the Unemployment Insurance Act

*Number of claimants for unemployment insurance benefit at end of April was almost 100,000 below that at end of March and about 70,000 below total on April 30 the previous year*

Claimants for unemployment insurance benefit numbered 497,745 on April 30. This total was almost 100,000 fewer than the total of 597,250 on March 31, and about 70,000 fewer than the figure of 565,928 on April 30, 1963.

Males declined by 87,000 in April; females by 13,000.

Exhaustion of seasonal benefit accounted for some of the decrease in April, but seasonal improvement in the demand for labour was also a factor.

The average claimant reporting on April 30 had been on continuous claim for 13 weeks.

About 150,000 persons eligible to receive benefit ceased to claim and returned to work during the month. The average volume of claimants for the period January to April, and total payments over the same interval, are running 15 per cent below that for the same period in 1963. This is in contrast to a 10-per-cent decline in claims filed, and reflects the improved employment picture in the current year.

## Initial and Renewal Claims

Initial and renewal claims filed during April numbered 175,430, slightly down from the March total of 182,291 but little changed from the number in April 1963.

More than 40 per cent of the initial claims were taken on behalf of persons terminating regular benefit and seeking re-establishment of credits. The great majority of these persons would be eligible only for seasonal benefits.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in April was estimated to be 484,600, compared with 537,800 in March and 582,000 in April 1963.

Payments amounted to \$52.6 million during April, in comparison with \$53.6 million in March and \$57.6 million during April 1963.

The average weekly payment was \$24.66 for April, \$24.90 for March, and \$24.73 for April 1963.

## Insurance Registrations

On April 30, insurance books or contribution cards had been issued to 2,124,753 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1964.

On the same date, registered employers numbered 338,202, a decrease of 177 since March 31.

## Enforcement Statistics

During April, 10,348 investigations were conducted by enforcement officers across Canada. Of these, 4,313 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 2,424 were miscellaneous investigations. The remaining 3,610 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 196 cases, 62 against employers and 134 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,559.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled \$25,528,830.77†, compared with \$27,857,786.30† in March and \$24,514,983.07 in April 1963.

Benefits paid in April totalled \$52,592,485.93†, compared with \$53,550,596.06† in March and \$57,583,099.96 in April 1963.

The *debit* balance of the Fund on April 30 was \$25,863,147.97. On March 31 there was a *debit* balance of \$4,001,329.77; on April 30, 1963, a *debit* balance of \$23,002,673.71. The deficit in April this year was covered by loans from the Minister of Finance.

\* These do not necessarily relate to the investigations conducted during this period.

† All totals for March and April 1964 are taken from an interim statement and are subject to change.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."



# Monthly Report on Placement Operations of the NES

During May, local offices of the National Employment Service effected a total of 109,700 placements. This was a decrease of 9.4 per cent from the May 1963 total, and a break in the trend of year-to-year increases that had prevailed in recent months.

A partial explanation, at least, of this placement decrease could be that there was a significant difference between the working time in local offices in May 1964 and 1963. In May this year there were 20 working days compared with 22 last year. In addition, the Municipal Winter Works Incentive Program did not extend into May this year.

By far the greatest part of the decrease in placements from May 1963 occurred among male workers, who declined by 11.7 per cent. Female placements, at 31,300, were 3.1 per cent below last year's total. The decrease in male placements was concentrated among regular placements; most of the decline in female placements was due to fewer placements of casual workers.

The generally favourable conditions encountered so far this year continued to be reflected in the cumulative figures, however. By the end of May, total placements had

risen to 428,900, the second highest number for the first five months recorded in any year since 1945.

Regional distribution of placements and percentage changes from the previous year were:

May 1964		Five Months Ended May 1964	
Atlantic ..	10,400	+ 5.5	32,400 +10.0
Quebec ....	30,100	-23.1	134,500 + 6.7
Ontario ..	37,400	- 6.3	145,500 - 1.6
Prairie ....	22,500	- 0.7	77,400 + 5.6
Pacific ....	9,300	- 2.0	39,100 + 9.7
CANADA	109,700	- 9.4	428,900 + 4.0

Placements involving the movement of workers from one local office area to another amounted to 5,700 or 5.2 per cent of all placements. Comparative figures last year were 7,000 and 5.8 per cent.

Vacancies notified by employers to NES offices in May followed the pattern of placements. The 139,600 vacancies represented a decrease of 4.3 per cent from those in May a year ago. By the end of May, however, vacancies notified reached a total of 563,900; with the exception of 1962, this was the highest number recorded for the first five months of any year since 1947.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB 2323, April 8, 1964

**Summary of the Main Facts:** The claimant, who lives in British Columbia and whose registered occupation is that of a salesman, filed an initial application for benefit on April 17, 1963. He had worked as a purchasing agent for a company in Winnipeg, Man., from 1958 to April 11, 1963, when he separated from this employment.

He explained that he "left voluntarily to move to B.C. I had been previously informed that the job wouldn't last much longer—till about the 1st of May 1963." His rate of pay was \$100 a week.

The claimant was disqualified from April 14, 1963 to May 18, 1963, inclusive, for having voluntarily left his employment without just cause (section 60(1) of the Act). On October 10, he made the following statement:

... On July 9, 1963 Mr. AB— started the construction of a duplex consisting of approximately 2,020 sq. ft. I took the mortgage in my

name and hired subcontractors for the framing, plastering, plumbing, wiring, roofing, insulating, lathing and I am doing the heating myself. I did not keep a record of days or hours I have worked around the building but did work each day when contractors were here. I spend considerable time obtaining prices and checking material but received no money for my time or work. The duplex will be valued at approximately \$20,000 and I have a mortgage for \$15,300 . . .

I made no applications for work except being registered at the local office but in this period would have accepted work as an auto upholsterer or purchasing agent or heating salesman if offered by the local office. The only reason I was working in the construction of the duplex was because I was unemployed and the office did not offer me work.

I do not wish to work as a labourer or orchard worker and will accept work only in the occupations shown. I did not consider I was employed when working on the duplex, in which I will be living and which at this time do not intend to sell.

At this time I am working installing the heating system but will be finished by Oct. 12, 1963 and expect to move in by Oct. 26.

The insurance officer disqualified the claimant and suspended benefit (a) from July 9, 1963 to July 13, 1963, on the ground that he had failed to prove he was available for work as required by section 54(2)(a) of the Act while self-employed, and (b) from July 14, 1963, on the ground that he was in the position of controlling his own working hours and had not proved he was unemployed as required by sections 54(1) of the Act and 154(1) of the Regulations. The insurance officer notified the claimant of these disqualifications in a letter dated October 28, 1963.

On October 30, 1963, the claimant made the following statement:

We moved into our new home at the above address on 23 October and the building is complete—the rental portion of the duplex is rented and occupied. Since 23 October 1963, I have been completely unemployed.

The insurance officer informed the claimant, by letter dated November 5, 1963, that the indefinite disqualification from July 14, 1963 was terminated on October 19 but that he was disqualified from October 20 to October 22, 1963, inclusive, for having failed to prove that he was available for work, as required by section 54(2)(a) of the Act, while self-employed.

The claimant appealed to a board of referees because:

1. I was not employed during the period in question.
2. I was capable of and available for work during the period.
3. I was unable to obtain suitable employment during the period.

A board of referees heard the case on November 20. The claimant and his lawyer attended the hearing. The majority decision of the board reads:

... [the] statement of claimant made on 10th October 1963, indicates that claimant did spend a considerable period of time commencing 9 July 1963 assisting Mr. AB, whom he claims had the contract for building the duplex in question. It is true that the claimant when giving evidence before the board stated he went down to the job every morning. On some days he remained on the job for a short period of time, while on others he remained on the job for the full day. He also admits that he did all the purchasing of materials. He stated the contractor, Mr. AB—, was finished with his portion of the contract on 31 July 1963.

The claimant stated also that he did not keep a record of the actual hours he worked each day. There is, therefore, no convincing evidence to prove that the hours he worked could be considered as minor in extent.

There is also no evidence to show that claimant, during the period in question, made any personal effort to find suitable employment through his own efforts, except one in which he states that he applied for work with [one of the sub-contractors].

It is a majority opinion of the board that claimant has failed to prove that the work he performed was minor in extent.

The board feel that if the claim is allowed it could be considered the equivalent to paying a subsidy for the construction of a duplex which after all, is a commercial project, and in this regard claimant is now moved into one section and has rented the other section at \$100 a month.

Under these circumstances the board, by a majority vote, must support the insurance officer's decision . . . .

1. The disqualification imposed by the insurance officer under section 54(2)(a) of the Unemployment Insurance Act for a period commencing 9 July 1963 and terminating 13 July 1963 and for a further period commencing 20 October 1963 and terminating 22 October is upheld.

2. The indefinite disqualification under section 54(1) of the Unemployment Insurance Act and Unemployment Insurance Regulation 154(1) commencing 14 July 1963 is upheld.

The appeal is dismissed.

The dissenting member of the board of referees stated:

1. Uphold the unemployment insurance officer in regard to period July 9 to 13, during which time claimant's time was spent in obtaining subcontractor and material prices.

Board not informed reason covering October 20-22. Would also allow this period.

2. The claimant hired subcontractors to do the work on his duplex. It would be normal for him to be interested in how the construction was coming along, and to do various clean up jobs and minor work around the building, rather than just sit at home doing nothing while unemployed. He admits doing the heating work during the period October 7 to 11. In view of the fact that the claimant has not the skill and qualifications to carry out all these various phases of construction it would not be necessary for him to supervise the job; since the qualified tradesmen would take care of their particular job; which in turn would be inspected by the building inspector and inspector from Central Mortgage & Housing.

In view of the above I would allow the claim for the period July 14 to October 19, with the exception of time worked on the heating equipment October 7 to 11.

The claimant appealed to the Umpire. The appeal reads:

On April 16, 1963, I moved with my family from Winnipeg to X for certain health reasons in the family and change of climate; on the 17th of April 1963 I reported to the local employment office for a job or unemployment insurance benefits, where I was not given a job and disqualified for six weeks for insurance benefits for the simple reason that I left the job voluntarily in Winnipeg. I asked at the office if something could be done about it and I was refused any help. I was told that I have to wait until the disqualified period is over then I will be entitled to the benefits like everybody else.

Since I was never on unemployment for the last 15 years, that is, since I came to Canada, and I did not know of the regulations so I did let it go at that, and after the disqualified period I started to draw the unemployment benefits.



A few weeks after that on July 9th, 1963, I hired subcontractors to build a house for me...

While unemployed I went out just about every day to the building site to see how the construction is coming along and once in a while I was doing some clean up jobs here and there which I think was very normal thing to do, instead of sitting at home and doing nothing, or sitting in the beer parlor like so many people do and spend their money that way instead of looking after their families. Now for being interested how the job is coming along I got accused of being self employed and disqualified on my unemployment benefits which I think is very unjust. . . .

For one reason I was available and able to take a job if offered by the office at any time, and the construction would have been carried out without me going out and looking at it, after all I am not a carpenter or builder therefore I can't supervise a job like that where so many trades are involved and I have not the knowledge or experience in any of them, except I got some knowledge in the heating trade so I have done my own sheet metal work on the heating units which took me five days Oct. 7 to 11th where I think for that week I am not entitled to receive benefits.

On Oct. 23, 1963, I have moved into the finished home. Now I am against, that I am penalized for over 3½ months of disqualification, after all there are so many people unemployed and doing work around their own house and still are getting unemployment insurance benefits. . . .

The obtaining quotations on sub trades such as plumber, electrician, insulating, lathing, plastering, roofing, floor laying, cabinet maker, etc., was carried out through telephone calls in the evenings, because I could not reach anybody of them during working hours. . . .

In a "Report on Continuing Claim" (Form UIC 493A) dated December 9, 1963, the manager of the local office stated:

Claimant advised today that he has established himself in his own business effective 9 December 1963 and is no longer available for work.

Please note that the building contractor referred to, Mr. AB, is in fact Mr. AC, and is the brother-in-law of claimant's wife. Prior to moving . . . claimant lived in a basement suite owned by Mr. AC. . . .

**Considerations and Conclusions:** According to the jurisprudence established by the Umpire in decision CUB 325, when a claimant is building a house for himself, the question is whether he is available for work. It is significant to note that the board of referees had ruled that the claimant in that case was self-employed, for the following reasons:

In our opinion the claimant while building this house is following an occupation from which he derives profit . . . The simple question is whether the claimant is self-employed. We consider that this project of building a house is of a scope more ambitious than what is contemplated by the Act as an activity in which a claimant can engage without prejudicing his claim to Unemployment Insurance. We consider it in a different category from an unemployed person digging his garden, or other activity of which many illustrations could be given.

It follows that the first question at issue in the present case is whether the fact that one portion of the house being built by the claimant was to be rented at \$100 a month made him a self-employed person.

The term "self-employed" is nowhere defined in the Act or the Regulations, but I think it can be said, as a general rule, that one who is engaged in any calling, business or profession which is potentially profitable, i.e., for gain or profit, is self-employed. If the claimant in the present case had built the house for someone else or had built it with the intention of selling it, he would obviously have been self-employed while engaged in building it.

However, in view of the claimant's purpose in building the house in question, i.e., to live in it and rent one single portion thereof, I would be inclined to say that his activity was mainly in the nature of an investment and, therefore, did not have the effect of making him a self-employed person within the meaning, intent and purpose of the Unemployment Insurance Act.

Notwithstanding the above, I nevertheless consider that the claimant is subject to a disqualification in respect of the period in question because, according to the evidence contained in the record, the extent of the activities which he devoted to the building of his house was such that, contrary to his contention in this respect, he could not be available for work within the meaning of section 54(2)(a) of the Act.

I consequently decide to dismiss the claimant's appeal.

## Decision CUB 2324, April 8, 1964

**Summary of the Main Facts:** The claimant filed an application for unemployment insurance benefit on March 4, 1963 and was registered for employment as an insulation man. According to the application, he had worked for B— Limited, Edmonton, Alta., as an insulator at a wage of \$2.70 an hour from August 1962 to March 1, 1963, when he became separated from this employment for the following reason: "Laid off. Job completed. Available."

In a statement (Form UIC 493A—Report on Continuing Claim) dated June 18, 1963, the claimant said:

I have not worked since 1 March 1963. I am capable of and available for full-time work as an insulation man but only through my union. I will not work for a non-union employer.

I have not looked for work other than through the union. I go down to the union office two or three times a week and I phone them just about every day. I am Number 6 on the list now; 3½ months ago I was Number 36, so there should be work any time now.

The minimum rate of pay I will accept is \$2.75 per hour, which is the union rate. I am willing to go out of town or anywhere in Edmonton . . .

The local office reported: "Union rates for insulators: \$2.75 an hour. Non-union: range from \$2.25-\$2.50 an hour."

The insurance officer disqualified the claimant and suspended benefit from June 16, 1963, on the ground that he had failed to prove he was available for work inasmuch as, after a lengthy period of unemployment, he was restricting his availability as to the type of work and wages he would accept (Section 54(2)(a) of the Act). The insurance officer notified the claimant of the disqualification in a letter dated July 2, 1963.

The union's business agent wrote on July 5 to the manager of the Edmonton local office of the Unemployment Insurance Commission. His letter was accepted as an appeal to a board of referees at the written request of the claimant. The letter reads, in part:

. . . This case is similar to one we had last year about this time and in referring this to a Mr. X—of your staff, we understood that a man was not disqualified, because he refuses to work for a firm we have no contract with.

The contents of the letter that [the claimant] received from your office indicates to me that pressure was put to bear on your behalf from an outside source. By this I mean that [the claimant] received one phone call from an Insulating Contractor (with no contract) and of course [he] refused to work; this call was about a month ago, and today [he] was cut off his claim with a book full of stamps, and the excuse: "in that after a lengthy period of unemployment you are restricting your availability as to type of work and wages you will accept."

[The claimant] is only following what our Local Union has decided to do in a case like this, and that is, "not to work for a contractor without a written assurance of wages and conditions." If [the claimant] did work without the consent of the Union, he is liable for a severe fine and a possible loss of membership; not only this, but what of our contracts with companies who do employ our men . . .

I believe [the claimant] was unjustly disqualified and would like to appeal his case . . .

The business agent represented the claimant at the hearing of the case before a board of referees in Edmonton on July 30. The majority decision of the board of referees reads:

[Claimant's representative] was of the opinion that a union man should not be pressed to work for non-union employers. He stated that the majority of employers in Edmonton are union employers. However, about 25% of the membership is always out of work and the average period of employment during the year is from six to eight months. Many non-union employers are willing to pay union wages but are not willing to adhere to the

union working conditions; namely, four journeymen to one apprentice. If a union member goes to work for a non-union employer, he is subject to fines and penalties and even may lose his membership.

In the opinion of the majority of the board the question to answer is this: "Is a man free to restrict himself to union jobs only and still be entitled to draw unemployment insurance benefit, especially after a few months of unemployment?" In the opinion of the majority of the board he has no such right.

The board feels on principle that if there is work paying the going wage, a man on the labour market should take it. This does not mean that a man is, therefore, not free to adhere to his union's constitution. He may continue to be a member of his union. In this case the claimant was offered a non-union job and turned it down. In the opinion of the majority of this board a man is always faced with a choice: to do this or that, but once he makes a choice he must be prepared to bear the consequences of his act. In this particular case the claimant had a perfect right to adhere to his union's constitution and to refuse to work for non-union employers, but he must also be prepared to suffer the consequences, namely, loss of his unemployment insurance benefit.

The board holds that the Fund should not be made available in a case like this as it would, in a way, support the case of the trade unions, who in turn (if they were successful) would be dictating the terms to the general public as far as certain trades are concerned.

Decision 2022 [L.G. 1962, p. 1061] is distinguished from the present one because in that case there were two trade unions—each claiming certain rights—while in the present case there is only one trade union and the claimant voluntarily adheres to its rules and regulations. Decision No. 2026 may be distinguished on the ground that the claimant in that decision was restricting herself to one employer only. In short, the majority of this board is of the opinion that the claimant herein, having refused work with a non-union employer, is so restricting himself that he must be held unavailable for work . . . . The appeal was dismissed.

The dissenting member of the board of referees stated:

Minority report on the grounds that the claimant is governed by his union contract and agreement, which sets rates of pay and working conditions pertaining to his trade.

His representative . . . stated that one of the problems of non-union shops is the ratio of apprentices to journeymen: they employ up to 10 apprentices to each journeyman, and the union contract calls for a ratio of 4 journeymen to each apprentice.

The claimant has proved that he is capable and available for work by the fact that he has registered both with his union and the UIC, and has moved from 36th to 6th position on the union's register, and has found employment through the union's register.

Should the claimant ignore his union's constitution he would be liable to severe penalties and possible loss of membership.



The Union appealed to the Umpire on September 3. The appeal is based on the grounds contained in the Union's letter dated August 27, 1963, which reads:

The decision of the Board of Referees has its merits, but I disagree on the entire case. The decision weighs heavily on section 54(2)(a) of the Unemployment Insurance Act, but the Board has failed, in my opinion, to give any consideration to section 61 (a, b, c.). The claimant, as it stands, is torn between either being disqualified by the Unemployment Commission, or being reprimanded by the Union and possibly loss of membership; the disqualification, in terms of money, would never compare to the loss of membership and the man's way of making a living by his trade.

In conjunction with this case, the Local Union is also on trial; if the decision of the Board of Referees is upheld, the fight to establish a collective agreement with these unfair contractors is lost and the now established agreement with our fair contractors is also weakened.

The fight between the unorganized contractor and the Union is our own fight. We have tried to organize the men that have been sent out to these various firms by the Unemployment Commission; with no malicious thoughts towards the Commission, we have succeeded in holding back at least 97% of our membership from these firms and we have upheld our agreement with our contractors, by not giving a edge to the unfair contractor by supplying men; not only is the Union protecting its membership, it is also standing behind its agreement with the fair contractor and trying to uphold union principles.

The demand for labour is just as great from the fair contractor as it is for the unfair. The union, although pertinacious in its policies, is only asking for an agreement for protection. The fair contractors are paying just as much towards the National Employment system as the unfair are, why should the unfair contractor be able to have a man disqualified from the Unemployment Insurance, when the Employment Commission itself did not refer the man to any given job. The only call made to [the claimant] was by phone from a non-union firm, and yet in a short period of time the man was disqualified—with a book full of stamps.

It would seem to me that principle is not the case here, but the lack of finances by the National Employment system and to back this opinion up, the Referees report . . . of the Insurance Officer's decision dated July 2, 1963, reads:

"You have failed to prove that you are available for work, as required by sections 54 (2) (a) of the Unemployment Insurance Act, in that after a *lengthy period of unemployment* you are restricting . . ."

I say that the claimant involved has not failed to prove that he is available for work. He will work; he is only asking that the unfair contractor prove to him that his word of conditions and wages be proven by contract and were it not for the fact that a unfair contractor has phoned, the man would have been working for a fair contractor, because he is available and will work . . .

In a statement of observations, dated October 21, for consideration by the

Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

In its appeal, the Union reports that opportunities for employment in this trade are more numerous in union shops than in non-union shops. Information obtained from the local office indicates that 80% of the employment opportunities for insulation workers in the Edmonton area require union membership. Out of eight Edmonton firms engaged in pipe and boiler insulation, there are three small non-union firms employing two to four workers each, and the others are union firms which had from four to thirteen workers in the first week of October 1963. The largest union firm may, at times, hire as many as 70 insulation workers to handle large contracts.

While it appears that employment opportunities are greater in union shops than in non-union shops, the limiting of acceptance of work to union shops may, nevertheless, be an undue restriction of availability, particularly after a reasonable period of unemployment has elapsed.

The claimant involved in this appeal was restricting his availability to places under labour contract with his union, after being unemployed over three months and even though, according to the appellant, employment in his usual occupation was available elsewhere.

The Union appeal appears primarily based on the provisions of section 61 of the Act. It is submitted that section 61 protects an insured person only from a disqualification for leaving or refusing to accept employment (CUBs 2026, 2038). Furthermore, such protection applies only where it is the employer who takes the initiative of preventing the employee from exercising his rights and not where the initiative is taken by the union to impose a condition whereby the claimant would allegedly lose these rights (CUBs 2022, 2182).

In CUB-1662 [L.G. 1959, p. 1087], the Umpire held that a claimant who, after a reasonable period of unemployment, was restricting her availability to such work where her union was the bargaining agent was not fulfilling the availability requirement.

It is submitted that the majority decision of the Board of Referees is in accordance with the Act and the jurisprudence and should be confirmed.

The union requested an oral hearing before the Umpire. At the hearing in Toronto on March 9, 1964, the claimant was represented by the Vice-President of the International Association of Heat and Frost Insulators and Asbestos Workers; the Unemployment Insurance Commission, by one of its solicitors.

**Considerations and conclusions:** According to long-established jurisprudence, a claimant must show, in order to prove that he is available for work, that he is able, willing and ready to accept immediately any employment for which he is suited by skill, training or aptitude and for which there is a normal demand in the labour market.

In the present case, the record shows that the claimant was not willing nor ready

(Continued on page 614)

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in May

#### Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 278 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 161 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 203 contracts (not listed in this report) which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$19,500.00
Defence Production		
(April) .....	137	823,360.00
(May) .....	132	1,180,764.00
Post Office .....	2	11,079.10
Royal Canadian Mounted Police .....	1	2,430.00
Transport .....	4	36,539.25

The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in May

During May the sum of \$8,597.69 was collected from thirteen contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 151 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in May

### ATOMIC ENERGY OF CANADA LIMITED

*Chalk River Ont:* Ontario Building Cleaning Co Ltd, cleaning windows & various areas, Bldg No 150; Applied Insulation Co Ltd, insulation of loop components & piping, Bldg No 150. *Whiteshell Man:* Larson Painting & Decorating, painting, WR-1 Reactor, NRE.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Halifax N S:* Conniston Construction Co, landscaping for 86 housing units, phase 2 (FP 4/59). *Saint John N B:* Western Plumbing & Heating Co Ltd, conversion of heating system, Rockwood Court. *Montreal Que:* Rodier & Freres, redecoration of suites & public areas, Benny Farm Project; Broadway Paving Co Ltd, site renovation & planting, Benny Farm Project; L L Solty & Sons Ltd, site improvement & planting, Le Domaine Project. *Pointe Claire Que:* L L Solty & Sons Ltd, site renovation & planting. Delmar Court Project. *Delhi Ont:* Alf Erickson, construction of 10 housing units, site works & landscaping (FP 2/63). *North Battleford Sask:* Piggott Construction Ltd, construction of 20 housing units, site works & landscaping (FP 1/63).

In addition, this Corporation awarded 27 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Abitibi Indian Agency Que:* F E Johnston Drilling Co Ltd, drilling & construction of well, Amos IR. *The Pas Indian Agency Man:* F W Sawatzky Ltd, dismantling & relocating Nelson House UC school, Nelson House IR. *File Hills-Qu'Appelle Indian Agency Sask:* Regel Bros Construction Ltd, installation of water supply & fire protection system, Qu'Appelle IRS. *Meadow Lake Indian Agency Sask:* Botting & Dent Ltd, installation of sewage drainage, Beauval IRS. *Blood Indian Agency Alta.:* Geo H Baxter & Son Ltd, renovations to mechanical services (Phase I), St Paul's IRS. *Lesser Slave Lake Indian Agency Alta:* P Kinderwater, construction of porch additions, Horse Lakes IR.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Greenwood N S:* Froggett & van der Mout, painting 195 PMQs & 95 garages, RCAF Station. *Halifax N S:* Standard Construction Co Ltd, extension to Bldg D-122, HMC Dockyard. *Shelburne N S:* Robert E Collupy Ltd, construction of five housing units, Naval Base. *Camp Gagetown N B:* Modern Construction Ltd, construction of QM & Tech Stores Bldg, garage & erection of prefab bldgs. *Bagotville Que:* Alberic Levesque, repairs to roads, RCAF Station. *Longue Pointe Que:* Frost Steel & Wire Co (Quebec) Ltd, supply & erection of chain link fence, Ordnance Depot. *Valcartier Que:* Nordbec Construction Inc, renovations of Bldg 85, Camp. *Val d'Or Que:* Paquin Construction Co Ltd, rebuilding runway 18-36, RCAF Station. *Ville La Salle Que:* Bemac Protective Coatings Ltd, application of hot mastic asphalt roofing. *HMCS Hochelaga:* Efficiency Maintenance & Construction Ltd, repairs to concrete loading ramps. *Camp Borden Ont:* Riverside Painting & Decorating Ltd, exterior painting of 40 concrete block PMQs. *London Ont:* United Fabricators Ltd, repairs to roof purlins, 27 COD. *Petawawa Ont:* Walker Painting & Decorating Co Ltd, exterior painting of various bldgs, Camp; Eastern Painting Contracting Co, exterior painting of 226 PMQs, Camp. *Rockcliffe Ont:*

H J McFarland Construction Co Ltd, resurfacing & repairing roads, RCAF Station. *Toronto Ont*: Inspiration Ltd, construction of Moss Park Armoury. *Portage la Prairie Man*: Plains City Electric Co Ltd, construction of APU Bldg, RCAF Station. *Moose Jaw Sask*: Sprayturf Ltd, aerodrome fencing, grading & seeding, RCAF Station. *Cold Lake Alta*: Federal Joint Sealing Co of Canada Ltd, cleaning & sealing cracks & joints in runways, RCAF Station; J Mason & Sons Ltd, exterior painting of 207 PMQs, RCAF Station. *Namoo Alta*: Alph's Decorating Ltd, exterior painting of 130 PMQs, RCAF Station.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

#### DEPARTMENT OF DEFENCE PRODUCTION (Construction)

*Goose Bay (Labr) Nfld*: Canadian Vickers Ltd, repairs to boilers, RCAF Station. *Summerside P E I*: C & F Building Products Ltd, supply & installation of combination storm & screen metal windows, RCAF Station; Arnold Cameron, painting in RCAF bldg & other structures, RCAF Station; Curran & Briggs Ltd, repairs to roads, etc, RCAF Station; Curran & Briggs Ltd, emergency repairs to runways, RCAF Station; Fitzgerald & Snow Ltd, installation of fire stops in eaves of 67 duplex units, RCAF Station. *Aldershot N S*: Fred T Cleveland, interior painting of various bldgs, Camp. *Bedford N S*: D A Cummings Ltd, renewal of roofs on various bldgs, RCN Magazine. *Greenwood N S*: G W Sampson Construction Co Ltd, floor refinishing in PMQs, RCAF Station. *Halifax N S*: Miller Electric Sales & Services, rewiring first & second floors, Maritime Air Command Headquarters, 5225 South Street. *Shearwater N S*: J L McNamara, replacement of floor coverings in various bldgs, RCN Air Station. *Yarmouth N S*: D J Lowe Ltd, reroofing main drill hall & lean-to roofs, Bldg No 4, Armouries. *Fredericton N B*: Gorman Construction, repairing & sealcoating parking area & paving entrance & floor of Area Commander's garage, HQ, N B area. *Sussex N B*: Boudreau Sheet Metal Works Ltd, application of pitch & gravel roof on drill hall, Camp. *Montreal Que*: Eagle Paving Co Ltd, repair & resurfacing ramps & loading platforms, 4 Works Coy, RCE, 6769 Notre Dame Street East; Morin & Plante Co Ltd, reroofing various bldgs, 4 Works Coy, RCE, 6769 Notre Dame Street East. *Valcartier Que*: Adjutor Pouliot, interior painting of 27 PMQs, Camp. *Centralia Ont*: Ontario Painting & Decorating, exterior painting of 90 PMQs, RCAF Station. *Kingston Ont*: Amherst Painting & Decorating, repainting of 24 PMQs; Amherst Painting & Decorating, repainting exterior of 31 bldgs, Barriefield Camp; Canada Shipbuilding & Engs Ltd (Kingston Shipyards Division), replacement of steam heating boiler in Barriefield Camp. *Petawawa Ont*: Peter E Sylvestre & Sons Ltd, roofing of various bldgs, Camp. *Trenton Ont*: Miller Paving Ltd, cleaning & repairing asphalt, RCAF Station. *Moose Jaw Sask*: Moose Jaw Heating & Plumbing Co, installation of air conditioning system, RCAF Station. *Calgary Alta*: Consolidated Concrete Ltd, supply & spreading gravel on road areas, Sarcee Camp. *Edmonton Alta*: Ernest Painting & Decorating Ltd, exterior painting of 63 PMQs, Griesbach Barracks. *Aldergrove B C*: M & M Insulation Ltd, reroofing of HMSC Aldergrove.

In addition this Department awarded 67 contracts containing the General Fair Wages Clause.

#### (Catering Services)

*Hamilton Ont*: Canada Catering Co Ltd, catering at HMCS *Patriot*. *Comox B C*: Centennial Caterers Ltd, catering at HMCS *Quadra*.

#### DEPARTMENT OF FORESTRY

*Chalk River Ont*: Steds Ltd, construction of research sawmill, Petawawa Forest Experiment Station.

#### NATIONAL HARBOURS BOARD

*Saint John N B*: J G Fitzpatrick Ltd, construction of transit shed "B", Long Wharf. *Vancouver B C*: Bristol Construction Co Ltd, construction of loading platform, shed No 2, Centennial Pier.

#### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Cape Breton Highlands National Park N S*: Maritime Builders Ltd, construction of water system in Cheticamp area. *Fundy National Park N B & Prince Edward Island National Park P E I*: Berken Painting Co, road centre line striping.

In addition, this Department awarded three contracts containing the General Fair Wages Clause.



## POST OFFICE DEPARTMENT

This Department awarded 21 contracts containing the General Fair Wages Clause.

### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Harriston Ont:* Cornell Construction Co Ltd, construction of sanitary sewers; Graham & Graham Ltd, construction of sewage lagoons & appurtenances. *Parry Sound Ont:* Meldon Construction Ltd, construction of sanitary sewers & forcemains (Contract "A"); John Gaffney Construction, construction of sewage pumping stations (Contract "B"); Ruliff Grass Construction Co Ltd, construction of sewage treatment plant (Contract "C"). *Brandon Man:* Simkins Construction Co Ltd, construction of main sewage lift station (Contract "A"); Simkins Construction Co Ltd, construction of main outfall sewer & force line (Contract "C"); Simkins Construction Co Ltd, construction of sewage lagoons (Contract "D"). *Winnipeg Man:* Wallace & Akins Ltd, structural alterations to Montcalm pumping station.

### DEPARTMENT OF PUBLIC WORKS

*Bell Island Nfld:* Glen Construction Co Ltd, wharf repairs. *Gaskiers Nfld:* Benson Builders Ltd, wharf repairs. *St Alban's Nfld:* J J Hussey Ltd, wharf extension. *St John's Nfld:* Dominion Construction Co Ltd, installation of emergency diesel generator, Bldg 306, Fort Pepperrell; Sanitary Cleaners Ltd, cleaning windows of federal bldgs. *Wareham Nfld:* Peter Collins & Hubert Wilkins, construction of wharf. *Tignish P E I:* H J Phillips & Son, harbour improvements. *Wood Islands P E I:* Norman N MacLean, harbour & ferry terminal improvements. *Blue Rocks N S:* Mosher & Rawding Ltd, breakwater reconstruction. *Blue Cove N B:* Diamond Construction (1961) Limited, breakwater repairs. *Cape Tormentine N B:* Leo LeBlanc, wharf repairs. *Lower Caraquet N B:* Connolly Construction Ltd, wharf replacement. *Maisonnette N B:* La Construction de St Paul Ltee, wharf extension. *Saint John (Negro Point) N B:* J W McMulkin & Son Ltd, breakwater repairs. *St Martins N B:* Raymond Slattery, breakwater repairs. *Anse-aux-Basques Que:* Arthur Deschenes, construction of pilotage station. *Contrecoeur Que:* Welco Construction Inc, construction of retaining wall. *Grande Entree M I Que:* J W Delaney Ltd, pile wharf reconstruction. *Herouxville Que:* Wilson Jacob, construction of post office bldg. *La Tabatiere Que:* Landry Construction Inc, construction of foundation for salt shed. *Louiseville Que:* Delmont Construction Ltee (1962), construction of federal bldg. *Portage du Fort Que:* Jean Paul Richard, repairs to bridge deck. *Quebec Que:* Les Entreprises Lairer Ltd, joint pointing & exterior repainting, Quebec Marine Agency Bldg. *Riviere au Renard Que:* Emile Cloutier Enrg, wharf improvements. *Romaine Que:* Roger Boudreau & Charles Verreault, wharf repairs. *St Anicet (Cazaville) Que:* Les Entreprises Sorel Enrg, construction of wharf. *St Antoine-sur-Richelieu Que:* Les Entreprises J R Denoncourt Enrg, construction of retaining wall. *St Augustin (Plage St Laurent) Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall (lots 537-24 to 537-38 incl.) *St Jean I O Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall. *St Laurent I O Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall. *St Marc-sur-Richelieu Que:* Les Entreprises J R Denoncourt Enrg, construction of retaining wall. *St-Marguerite-du-Lac-Masson Que:* J M Cote, construction of wharf. *Vercheres Que:* Verex Inc, construction of retaining wall (Lot 203). *Burlington Channel Ont:* Dean Construction Co Ltd, reconstruction west end of south pier. *Departure Lake (Cochrane) Ont:* Nipissing Construction Co, wharf repairs. *Killarney Ont:* G F Coles Construction Ltd, harbour improvements. *London Ont:* Tripod Construction Ltd, renovations to 3rd floor, Lipton Bldg, 120 Queens Ave. *Ottawa Ont:* J R Statham Construction Ltd, cornice alterations & repairs, Daly Bldg; R Strang, exterior painting, Rideau Hall; Hansa Construction Ltd, general alterations in certain areas, Hunter Bldg. *Toronto Ont:* J & A Floor Cleaning Co of Canada Ltd, cleaning interior, UIC Bldg, Dundas & Jarvis Sts. *Ashern Man:* Arnason Engineering Co, construction of RCMP detachment quarters. *Amisk Lake Sask:* Sorenson Construction Co Ltd, wharf construction. *Cabri Sask:* Knutson Construction Co Ltd, construction of RCMP detachment quarters. *Fort Qu'Appelle Sask:* G Hahn Construction Ltd, construction of RCMP detachment quarters. *Edmonton Alta:* Jani-Serv Ltd, cleaning interior, etc, Oliver Bldg, 100th Ave & 103rd St; Mercury Maintenance Services Ltd, interior cleaning, UIC Bldg, 107th St & 102nd Ave. *Lethbridge Alta:* Howell Refractories Ltd, repairs & alterations to incinerator, Animal Diseases Research Institute; Oland Construction (1959) Ltd, installation of water & sewer services for Animal Research Station; Arias (Spanish) Construction Ltd, construction of Administration Wing, Animal Research Station. *Meanook Alta:* Lockerbie & Hole Western Ltd, repairs to fire pump, Observatory. *Agassiz B C:* Muna Construction, construction & alterations to Mountain Prison. *Alert*

*Bay B C*: McGinnis Construction Ltd, construction of federal bldg. *Comox B C*: Ed Sawchuck Contracting Co Ltd, float renewal. *Kamloops B C*: Kamloops Paving Co, application of blacktop, RCMP Administration Bldg area. *Nanaimo B C*: Quinney & Fuller Construction Ltd, alterations to mail lobby, federal bldg; Marine Pipeline & Dredging Ltd, assembly wharf & lumber storage area extension, dredging & fill (Phase 1). *Port Renfrew B C*: Pacific Piledriving Co Ltd, wharf repairs. *Port Simpson B C*: Greenlees Piledriving Co Ltd, wharf extension. *White Rock B C*: Ocean Cement Ltd, breakwater repairs & harbour improvements. *Fort Smith N W T*: Russell's Decorators, redecoration & painting, federal housing. *Yellowknife N W T*: Haener & Anderson Ltd, redecoration & painting, federal housing. *Watson Lake-Ross River Y T*: Proctor Construction Co Ltd construction of development road, Mile 144-170.9. *Whitehorse Y T*: Ernie's Garbage Collection, removal & disposal of refuse, North West Highway System; Terry's Radio & Electric Ltd, refrigeration equipment services, North West Highway System; Northland Refrigeration & Thermal Controls, refrigeration equipment services (MP 543 to MP 1202), Northwest Highway System.

In addition, this Department awarded 57 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*St Catharines Ont*: Jones Bros, masonry renovation to Lock No 3, substation, Welland Canal.

#### DEPARTMENT OF TRANSPORT

*Saint John (Lorneville) N B*: Cardinal Construction Ltd, construction of remote receiver bldg with site development, entrance road & related work. *Dorval Que*: The Foundation Co of Canada Ltd, renovations to air conditioning, weather office, Air Terminal Bldg, Montreal International Airport; Leonard J Weber Construction Co, construction of maintenance garage, services bldg & related work, Montreal International Airport. *London Ont*: Canadian Comstock Co Ltd, installation of metal clad switchgear, Airport. *Malton Ont*: Inspiration Ltd, construction of various bldgs & related work, Toronto International Airport. *Windsor Ont*: Whelpton Electric Ltd, installation of LI lighting for approaches to runway 12-30. *Winnipeg Man*: J H From Landscape Gardeners Ltd, landscaping air terminal area, International Airport. *Edmonton Alta*: Alex Munawych, fencing weather surveillance radar site, construction of access road & related work, International Airport. *Kimberley B C*: Griffith Contractors Ltd, construction of access road to VOR site. *Prince George B C*: Ben Ginter Construction Co Ltd, seal coating & extension to runway 14-32, etc, Airport. *Sandspit B C*: Stevenson Construction Co Ltd, modifications to VOR bldg & related work. *Norman Wells N W T*: McRae & Associates Construction Ltd, construction of garage in dwelling area.

In addition, this Department awarded 27 contracts containing the General Fair Wages Clause.

## Recent Regulations

(Continued from page 597)

\$4 a week for room rent; \$8 a week for meals; 40 cents for a single meal; and \$12 a week for room rent and meals: In Zone 3, the amounts are: \$3 a week for room rent; \$7 a week for meals; 35 cents for a single meal, and \$10 a week for room rent and meals.

Deductions for board or lodging may not be made from an employee's earnings unless

she has actually received the meals and occupied the room supplied to her nor may she be charged for more than one meal in each three hours worked. No standards are laid down for rooms, however.

Deductions from the minimum weekly wages for the purchase and upkeep of uniforms or similar articles of apparel are again prohibited.



## PRICE INDEX

### Consumer Price Index, June 1964

After remaining stable for two months, the consumer price index (1949=100) increased 0.2 per cent between May and June, to 135.3 from 135.0, a record. The June index was 1.9 per cent above the June 1963 index of 132.8.

The increase was chiefly the result of a 1.0-per-cent increase in the food group and lesser increases in the housing and clothing components. The transportation and recreation and reading components decreased slightly, the health and personal care and tobacco and alcohol indexes were unchanged.

The food index advanced 1.0 per cent to 132.5 from 131.2. Price increases were reported for most fresh and canned fruit, fresh vegetables, meats and poultry. Prices were lower for eggs, sugar, oranges, strawberries and tomatoes.

The housing index edged up 0.1 per cent to 138.4 from 138.3. The shelter component moved up as a result of increased rent and higher home-ownership prices. In the household operation component, slightly higher prices for floor coverings and textiles were offset by lower prices for fuel and furniture.

The clothing index declined 0.3 per cent to 142.0 from 142.4. The automobile operation component was lower as a result of scattered lower prices for new cars, gasoline and chassis lubrication. In the travel component, decreases in rail and bus rates in Ontario and Quebec moved the index.

The health and personal care index was unchanged from its May level of 167.3.

The recreation and reading index was 0.1 per cent lower at 151.4 from 151.5. Lower prices for sports equipment moved the recreation component but reading was unchanged.

The tobacco and alcohol index was unchanged at 120.2.

Group indexes in June 1963 were: food 129.7, housing 136.0, clothing 116.0, transportation 140.3, health and personal care 162.7, recreation and reading 149.3, and tobacco and alcohol 117.8.

### City Consumer Price Indexes, May 1964

Consumer price indexes (1949=100) for the ten regional cities exhibited mixed movements between April and May: indexes were higher in four cities, lower in four, and unchanged in two.

Movements ranged from a decline of 0.3 per cent in both Montreal and Ottawa to a rise of 0.6 per cent in St. John's.

Food indexes declined in six cities and rose in four, the changes ranging from a drop of 1.1 per cent in Ottawa to a rise of 0.4 per cent in Halifax. Indexes for housing rose in five cities, fell in three, and remained unchanged in two. Clothing indexes were lower in four cities, higher in three, and constant in three.

Transportation indexes decreased in eight cities, increased in one, and remained unchanged in one. Health and personal care indexes were higher in eight cities, lower in one, and unchanged in one. Recreation and reading indexes registered increases in eight cities and held steady in two. Tobacco and alcohol indexes were higher in three cities, lower in two and constant in five.

Regional consumer price index point changes between April and May were: St. John's +0.7 to 121.0\*; Saint John +0.1 to 134.4; Winnipeg +0.1 to 132.1; Vancouver +0.1 to 132.7; Montreal -0.4 to 134.3; Ottawa -0.4 to 135.5; Toronto -0.2 to 136.4; Edmonton-Calgary -0.2 to 127.8. Halifax and Saskatoon-Regina remained unchanged at 131.8 and 129.3. respectively.

### Wholesale Price Index, May 1963

Canada's general wholesale price index (1935-39=100) stood at 245.9 in May, up 0.1 per cent from the April index of 245.6 and 0.6 per cent higher than the May 1963 index of 244.4.

Seven of the eight major group indexes were higher in May, and the remaining one was lower.

The wood products group index rose 0.4 per cent to 332.4 from 331.0 in April, and the vegetable products group index rose 0.3 per cent to 226.6 from 226.0.

Indexes for the other five major groups that posted gains were: animal products, 249.8 (249.5 in April); iron products, 255.7 (255.4); non-metallic minerals, 190.7 (190.5); non-ferrous metals, 204.2 (204.1); and chemical products, 190.3 (190.2).

The textile products group index declined 0.4 per cent to 249.0 from 249.9.

*The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 1.3 per cent to 219.4 from 216.6 in the three weeks ending May 22. The field products index rose 2.8 per cent to 171.1 from 166.4 as potato prices rose sharply on both Eastern and Western markets. The animal products index moved up 0.3 per cent to 267.6 from 266.8.*

*The residential building materials price index (1935-39=100) rose 0.5 per cent to 330.9 in May from 329.1 in April. On the 1949=100 base, it rose to 145.1 from 144.3.*

\*On base June 1951=100.

The non-residential building materials price index (1949=100) rose 0.1 per cent to 141.4 from 141.3 in April.

#### U.S. Consumer Price Index, May 1964

The United States consumer price index (1957-59=100) in May remained stable at the April level of 107.8, a record.

The cost of eggs, milk, sugar, fuel oil, household furnishings and appliances, and new cars declined during the month. Potatoes, coffee, used cars, gasoline, medical services, were among items that rose in price.

Since May 1963, the index has risen from 106.2, a rise of 1.6 points; since the beginning of the year, 0.1 point, from 107.7.

#### British Index of Retail Prices, April 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 106.1 at mid-April from 105.2 at mid-March. The April 1963 index was 104.0.

The housing index rose to 113.8 from 111.3 in March, as a result of higher rents and maintenance and repair costs. The food index rose to 107.4 compared with 105.8 in March.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 189

#### Annual Reports

1. AUTOMOBILE MANUFACTURERS ASSOCIATION. *Automobile Facts and Figures*. 1964 edition. [Detroit] 1964. Pp. 71.

2. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 3, 1963*. [Victoria? Queen's Printer, 1964] Pp. 102.

3. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Workmen's Compensation, Fair Employment Practices and Weekly Rest-Day*. December 1963. Ottawa, Queen's Printer, 1964. Pp. 39.

4. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1963*. Halifax, Queen's Printer, 1964. Pp. 35.

5. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-fifth Annual Report, 1963*. St. John, 1964. Pp. 29.

6. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1964 Economic Report of the President; Hearings*

*before the Joint Economic Committee, Congress of the United States, Eighty-eighth Congress, Second Session*. Washington, GPO, 1964. 2 parts.

Contents: Pt. 1. Hearings, January 23, 27, 28 and 29, 1964. Pt. 2. Invited comments. February 1964.

7. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Joint Economic Report, 1964; Report on the January 1964 Economic Report of the President with Minority and Additional Views*. Washington, GPO, 1964. Pp. 74.

8. U.S. DEPARTMENT OF LABOR. *Report of the Secretary of Labor on Manpower Research and Training in accordance with Section 309 of the Manpower Development and Training Act*. Transmitted to Congress, March 1964. Washington, GPO, 1964. Pp. 193.

A summary and evaluation of progress made during the calendar year 1963 under the Manpower Development and Training Act of 1962.

#### Collective Agreements

9. ASSOCIATION PROFESSIONNELLE DES INDUSTRIELS. *Décrets et comités paritaires; mémoire sur la loi de la convention collective soumis au Conseil supérieur du travail. Note liminaire sur la nature et l'histoire de la loi de la convention collective* par le Père G. Hébert, S. J. Montréal, Les Editions Bellarmin, 1964. Pp. 133.

10. FELDMANN, HANS ADOLPH. *How to negotiate a Workable Labor Agreement*. Deerfield, Ill., Management Information Center, inc. [c1963] 1 volume (loose-leaf).

In simple, straightforward manner tells how to go about negotiating a labour agreement and then goes on to discuss and analyze each of the provisions found in many labour agreements.



## Disabled—Rehabilitation

11. GOLDSMITH, SELWYN. *Designing for the Disabled; a Manual of Technical Information*. [London, Royal Institute of British Architects, Technical Information Service, c1963] Pp. 236.

"Report of a research project financed by the National Fund for Research into Poliomyelitis and Other Crippling Diseases with support from the Building Trades Exhibition Ltd."

12. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Report of the 1963 Annual Meeting*. Washington, GPO, 1964. Pp. [50].

## Economic Conditions

13. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Local Initiative for Economic Development*. Halifax, 1963. Pp. 49.

Describes briefly the activities of some municipal and county development agencies in the U.S. and Canada. Contains information about what is being done in Edmundston and Moncton, N.B., and Truro, N.S.

14. MYRDAL, GUNNAR. *Challenge to Affluence*. New York, Pantheon Books, 1963. Pp. 172.

This book by the distinguished Professor of International Economics at Stockholm University is an amended and somewhat enlarged version of three McEnervey lectures presented at the University of California in April 1963. The author suggests means of improving the American economy.

15. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Industrialization and Productivity Bulletin 7*. New York, United Nations, 1964. Pp. 64.

Partial Contents: Projection of Demand for Industrial Equipment. Seminar on Industrial Development Programming in the Latin American Region. Standardization in a Developing Economy. The Inter-American Development Bank and Industrial Development in Latin America.

## Education

16. DYER, HENRY, S. *Manual for analyzing Results of an Educational Experiment (Analysis of Covariance)* [by] Henry S. Dyer [and] William B. Schrader. Princeton, Educational Testing Service, 1960. Pp. 27 [8].

17. GREAT BRITAIN. COMMITTEE ON HIGHER EDUCATION. *Higher Education; Report*. Lord Robbins, chairman. HMSO, 1963. Pp. 335.

Department of Labour Library has the following Appendices: vol. 1. The Demand for Places in Higher Education. (342p.). vol. 3. Teachers in Higher Education. ([259] p.). vol. 4. Administrative, Financial and Economic Aspects of Higher Education. (166 p.).

18. PARNES, HERBERT S. Ed. *Planning Education for Economic and Social Development*. Paris, Organization for Economic Cooperation and Development, 1963. Pp. 270.

"Lectures presented at the Training Course for Human Resource Strategists organized by the Directorate for Scientific Affairs at . . . Frascati, Italy, 3rd-28th September, 1962."

19. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Economic Aspects of Education; Three Essays*, by William G. Bowen. Princeton, 1964. Pp. [127].

Contents: Assessing the Economic Contribution of Education: an Appraisal of Alternative Approaches. University Finance in Britain and the United States: Implications of Financing Arrangements for Educational Issues. British University Salaries: Subject Differentials.

## Education—Labouring Classes

20. LABOUR COLLEGE OF CANADA. *Report of the 1st Session, June 3rd-July 19th, 1963*. [Montreal, 1964] Pp. 28.

Text in English and French.

The Labour College of Canada was established in Montreal through the co-operation of the University of Montreal, McGill University, the Canadian Labour Congress and *La Confédération des Syndicats Nationaux* and received a charter as an independent institution in 1963. Its teaching staff comes from the University of Montreal, McGill University as well as from other universities and from the labour movement. All of the students for the first term came from trade union organizations but the College intends to permit non-union students to attend as well.

21. ZACK, ARNOLD MARSHALL. *Labor Training in Developing Countries, a Challenge in Responsible Democracy*. With a foreword by William Y. Elliott. New York, Praeger, 1964. Pp. 189.

Contains information about training institutes and extension courses supported by governmental and non-governmental agencies that are providing instruction for those who are organizing labour unions in underdeveloped countries.

## Employment Management

22. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Company Contributions in Canada*, by John H. Watson and Monteath Douglas. Montreal, c1963. Pp. 60, 26.

A study of the gift practices of 229 co-operating companies that reported details of their charitable contributions for the year 1958.

23. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Company-paid Moving Expenses for Individual Employees* [by John R. Kinley] Montreal, c1959. Pp. 30.

24. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Attitudes and Methods of Communication and Consultation between Employers and Workers at Individual Firm Level; International Joint Seminar, London, 26th February-2nd March, 1962.* Report by J. K. L. Taylor. Paris [1963?] Pp. 121.

The Seminar considered the part played by employers (including supervisory staff) and employees in communication, evaluated spoken and written communication, and suggested means of training staff in communications.

#### Labour Laws and Legislation

25. McADAMS, ALAN KELLOGG. *Power and Politics in Labor Legislation.* New York, Columbia University Press, 1964. Pp. 346.

A very readable account of events leading up to the passage of the Labor-Management Reporting and Disclosure Act of 1959 (the Landrum-Griffin Act) by the U.S. Congress.

Items 26 to 31 were prepared by U.S. Bureau of Labor Statistics and published by the U.S. Government Printing Office in Washington in 1963.

26. *Labor Law and Practice in Austria.* Pp. 57.

27. *Labor Law and Practice in Ecuador.* Pp. 41.

28. *Labor Law and Practice in Haiti.* Pp. 55.

29. *Labor Law and Practice in the Philippines.* Pp. 85.

30. *Labor Law and Practice in Turkey.* Pp. 70.

31. *Labor Law and Practice in Yugoslavia.* Pp. 63.

#### Labour Organization

32. AYUSAWA, IWAO FREDERICK. *Organized Labor in Japan.* Tokyo, Foreign Affairs Association of Japan, 1962. 2 volumes in 1.

Contents: Pt. 1. Postwar Developments in Organized Labor, 1945-1952. Pt. 2. Organized Labor in Present-day Japan, 1953-1961.

33. BROTHERHOOD RAILWAY CARMEN OF AMERICA. *Proceedings of the 23rd Convention held at Kansas City, Missouri, September 3 to September 13, 1963 inclusive.* Kansas City, 1963. Pp. 725.

#### Labour Supply

34. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Employment Requirements in the Atlantic Provinces.* Halifax, 1963. Pp. 27.

"... Contains the Atlantic Provinces Economic Council's estimate of the number

of new jobs required to provide reasonably full employment in the Atlantic Region by 1980."

35. U.S. BUREAU OF LABOR STATISTICS. *Employment Outlook and Changing Occupational Structure in Electronics Manufacturing.* Washington, GPO, 1963, Pp. 61.

#### Labouring Classes

36. GALENSON, WALTER, Ed. *Labor in Developing Economies.* Berkeley, University of California Press, 1962. Pp. 299.

Contains essays on labour conditions in Argentina, Brazil, Chile, Indonesia, Israel, Pakistan, and Turkey.

37. INGLIS, KENNETH STANLEY. *Churches and the Working Classes in Victorian England.* London, Routledge and Kegan Paul [1963] Pp. 350.

After stating that the British working class was not interested in religion during much of the 19th century, the author tells what effects the various churches made to attract the workers.

38. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Report for 1963.* Geneva, 1964. Pp. 17.

39. INTERNATIONAL LABOUR OFFICE. *Report to the Government of Greece on Labour Statistics (Employment and Pay-roll Statistics).* Geneva, 1963. Pp. 39.

At head of title: ILO/TAP/Greece/R. 19. Expanded Programme of Technical Assistance.

40. LEWIS, HAROLD GREGG. *Unionism and Relative Wages in the United States, an Empirical Inquiry.* Chicago, University of Chicago Press, 1963. Pp. 308.

A comparative study of the wages of unionized and non-unionized workers in the U.S. The author also reports his findings after an examination of the writings of other economists on this subject.

41. LUPTON, THOMAS. *On the Shop Floor; Two Studies of Workshop Organization and Output.* New York, Macmillan [c1963] Pp. 208.

This study is based on research carried out from the Department of Social Anthropology at the University of Manchester during 1955 and 1956. It deals with the influence of technological, administrative and social factors on the level of output of two groups of workers, one in an electrical engineering workshop, and the other in a garment assembly workshop. The author worked for two periods of six months as an operator in the workshops in order to collect his data.

42. U.S. BUREAU OF EMPLOYMENT SECURITY. *Family Characteristics of the Long-term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation*



Program, 1961-1962. *Exhaustees, May and September 1961 and January and April 1962 Surveys*. Washington, GPO, 1964. Pp. 178.

This report "... presents family, personal, and economic characteristics of those claimants, interviewed during four surveys conducted in May and September 1961 and January and April 1962, who used up all of their extended benefit entitlement by June 30, 1962, the terminal date of the TEUC program."

43. U.S. BUREAU OF LABOR STATISTICS. *Economic Forces in the United States in Fact and Figures; its People; its Labour Force; its Economy*. 7th Edition, September 1963. Washington, GPO, 1963. Pp. 57.

44. WELLENS, JOHN. *The Training Revolution from Shop-Floor to Board-Room*. London, Evans Brothers, 1963. Pp. 136.

The author advocates a reform in the system of occupational or industrial training. He suggests a "spectrum principle" in training workers which would define the job to be done, set down a syllabus for it, and then determine the length of the training period by referring solely to the syllabus.

45. YIVO INSTITUTE FOR JEWISH RESEARCH. *The Early Jewish Labor Movement in the United States*. Translated and rev. by Aaron Antonovsky from the original Yiddish edited by Elias Tcherikower. New York, 1961. Pp. 379.

A history of the Jewish labouring classes in the United States during the last quarter of the 19th century.

### Management

46. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Developing Better Managers; an Eight-Nation Study*. Compiled and edited by Walter S. Wikstrom. New York, 1961. Pp. 182.

Examines manager development activities in eight countries: Chile, France, Germany, Great Britain, India, Italy, Japan, and United States.

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The Canadian office of the National Industrial Conference Board has published a 183-page "Directory of Canadian Labour Statistics" as a guide to information sources on employment, wage and salary rates, working conditions, labour-management relations, and related subjects.

Allan A. Porter, author of the Directory, is a research specialist in personnel administration and a former officer of the Department of Labour.

The Directory specifies by subject all publicly available publications, including the LABOUR GAZETTE, that contain up-to-date labour statistics. It describes major surveys made in the labour field.

The final part of the Directory explains some of the basic concepts and classifications underlying most labour statistics, such as the concepts of establishment and household, the standard classifications of industries, region and occupations.

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## Decisions of the Umpire

(Continued from page 603)

to accept any such employment. By insisting upon work in union shops or at union rates of wages when, according to the evidence, he had been unemployed more than three months and suitable employment in his usual occupation was available in non-union shops, the claimant in my opinion, merely chose to remain unemployed.

In view of the foregoing, I consider that the claimant has not proved, as required

by section 54(2)(a) of the Act, that he was available for work on the days in respect of which he was disqualified from receiving benefit under the aforementioned section.

I consequently decide to uphold the majority decision of the board of referees and dismiss the Association's appeal.

Section 61 of the Act does not apply in this case, as the only question at issue is that of the claimant's availability for work.



LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 20, 1964

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	7,042	642	1,944	2,606	1,197	653
Men.....	5,057	477	1,432	1,814	864	470
Women.....	1,985	165	512	792	333	183
14-19 years.....	739	73	216	265	123	62
20-24 years.....	941	99	317	300	151	74
25-44 years.....	3,057	254	854	1,156	506	287
45-64 years.....	2,085	193	512	793	375	212
65 years and over.....	220	23	45	92	42	18
Employed.....	6,760	610	1,839	2,518	1,173	620
Men.....	4,846	449	1,347	1,756	846	448
Women.....	1,914	161	492	762	327	172
Agriculture.....	672	38	136	172	300	26
Non-agriculture.....	6,088	572	1,703	2,346	873	594
Paid Workers.....	5,579	497	1,560	2,172	806	544
Men.....	3,876	351	1,118	1,480	538	389
Women.....	1,703	146	442	692	268	155
Unemployed.....	282	32	105	88	24	33
Men.....	211	28	85	58	18	22
Women.....	71	*	20	30	*	11
Persons not in the Labour Force.....	5,692	642	1,724	1,837	959	530
Men.....	1,265	163	377	375	224	126
Women.....	4,427	479	1,347	1,462	735	404

\* Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
JUNE 20, 1964, CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	12,734	2,009	3,668	993	3,780	924	1,360
Labour force.....	7,042	739	3,560	892	984	647	220
Employed.....	6,760	636	3,478	829	970	633	214
Unemployed.....	282	103	82	63	14	14	*
Not in labour force.....	5,692	1,270	108	101	2,796	277	1,140
Participation rate <sup>(2)</sup>							
1964, June 20.....	55.3	36.8	97.1	89.8	26.0	70.0	16.2
May 23.....	54.3	31.7	96.8	87.6	25.9	70.8	16.3
Unemployment rate <sup>(3)</sup>							
1964, June 20.....	4.0	13.9	2.3	7.1	1.4	2.2	*
May 23.....	4.2	9.4	3.5	7.8	1.8	2.9	*

<sup>(1)</sup> Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

\* Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED JUNE 20, 1964**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	June 1964	May 1964	June 1963
Total Unemployed.....	282	293	304
On temporary layoff up to 30 days.....	13	12	10
Without work and seeking work.....	269	281	294
Seeking full-time work.....	246	263	271
Seeking part-time work.....	23	18	23
Seeking under 1 month.....	115	82	109
Seeking 1-3 months.....	73	83	76
Seeking 4-6 months.....	38	57	46
Seeking more than 6 months.....	43	59	63



## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	Totals (3)
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
April.....	45.8	494.0	160.9							1,726.6
May.....	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June.....	48.3	513.6	169.9							1,843.2
July.....	49.0	500.1	172.4							1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September....	49.1	522.9	172.5							1,889.2
October.....	48.7	522.4	172.8							1,879.6
November....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December....	48.0	516.7	166.6							1,824.6
1964—										
January.....	48.5	520.7	168.6							1,816.7
February.....	48.8	524.8	166.2	70.0*	308.9*	99.7*	793.3*	1,730.1*	220.7*	1,826.2
March*.....	48.8	529.8	165.4							1,839.5
April†.....	47.3	533.5	165.4							1,868.4
<b>Seasonally Adjusted</b>										
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
April.....	47.5	496.7	164.8							1,766.3
May.....	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June.....	47.3	499.8	165.3							1,780.4
July.....	47.5	499.1	165.2							1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September....	48.3	508.7	168.7							1,818.9
October.....	48.5	513.9	170.2							1,834.1
November....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December....	48.7	531.2	171.7							1,869.8
1964—										
January.....	49.1	536.7	173.5							1,891.3
February.....	49.7	538.3	172.4	80.8*	391.2*	102.5*	812.7*	1,745.6*	224.2*	1,902.3
March*.....	50.1	540.0	173.5							1,906.5
April†.....	49.0	536.0	175.0							1,911.0

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at April 1964 employers in the principal non-agricultural industries reported a total employment of 2,979,245. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January.....	123.3	198.1	85.10	117.0	202.0	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March*.....	123.5	198.5	85.27	118.4	202.0	88.82
April†.....	124.6	200.8	86.28	118.9	203.7	89.56

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.



**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Apr. 1964	Mar. 1964	Apr. 1963	Apr. 1964	Mar. 1964	Apr. 1963
				\$	\$	\$
Newfoundland.....	128.0	123.7	117.8	78.79	79.06	76.06
Prince Edward Island.....	118.1	111.0	112.3	62.65	63.16	62.25
Nova Scotia.....	93.4	89.1	88.9	70.05	70.21	69.22
New Brunswick.....	96.6	101.1	92.8	71.19	70.79	69.53
Quebec.....	123.8	122.6	118.7	84.22	82.58	81.19
Ontario.....	129.1	128.0	123.7	89.46	88.48	86.62
Manitoba.....	111.2	110.3	108.0	78.70	77.97	77.22
Saskatchewan.....	125.5	121.6	120.8	80.28	80.26	77.99
Alberta (including Northwest Territories).....	156.8	157.7	149.8	85.62	85.64	83.38
British Columbia (including Yukon).....	119.5	118.7	115.1	93.91	92.88	90.42
<b>Canada.....</b>	<b>124.6</b>	<b>123.5</b>	<b>119.5</b>	<b>86.28</b>	<b>85.27</b>	<b>83.53</b>
<b>Urban areas</b>						
St. John's.....	145.3	138.3	139.2	65.63	64.91	62.38
Sydney.....	77.0	52.6	80.5	83.40	87.40	83.67
Halifax.....	122.6	129.5	116.3	72.08	72.41	70.86
Moncton.....	104.6	101.7	99.8	67.50	66.63	63.53
Saint John.....	101.5	113.0	104.8	70.78	71.53	70.47
Chicoutimi-Jonquiere.....	114.0	111.5	105.7	105.18	101.52	102.72
Quebec.....	126.0	123.1	124.1	73.91	71.57	72.40
Sherbrooke.....	114.6	115.5	109.1	73.67	71.56	70.41
Shawinigan.....	103.1	101.8	98.1	92.00	89.77	91.92
Three Rivers.....	123.0	117.3	115.3	80.81	77.49	75.20
Drummondville.....	92.7	92.0	83.8	69.11	69.86	67.81
Montreal.....	132.7	131.0	127.2	85.67	84.20	82.55
Ottawa-Hull.....	137.2	136.1	132.8	79.69	78.78	77.06
Kingston.....	132.1	130.6	118.9	86.65	86.16	80.68
Peterborough.....	104.4	103.4	96.5	93.76	92.15	91.71
Oshawa.....	226.0	226.9	200.3	106.97	104.41	109.61
Toronto.....	145.0	144.1	139.1	89.92	89.25	86.92
Hamilton.....	122.3	120.4	115.8	94.43	93.95	92.59
St. Catharines.....	122.5	121.4	113.4	101.52	99.41	96.34
Niagara Falls.....	99.3	95.1	97.2	85.66	86.94	83.94
Brantford.....	92.1	91.2	87.4	82.98	81.60	81.57
Guelph.....	132.4	131.5	129.4	79.49	78.45	76.11
Galt.....	129.0	128.6	118.6	77.36	77.52	73.64
Kitchener.....	143.5	142.4	137.0	79.83	78.74	78.06
Sudbury.....	130.7	130.0	125.0	94.33	99.90	94.05
Timmins.....	84.0	84.0	87.6	76.58	75.98	74.79
London.....	144.3	142.3	139.2	82.12	80.37	78.55
Sarnia.....	132.1	131.4	130.4	109.75	108.91	108.95
Windsor.....	83.5	81.9	76.0	101.07	96.99	96.52
Sault Ste. Marie.....	151.2	146.6	148.1	104.48	102.38	104.75
Fort William-Port Arthur.....	110.3	101.8	106.3	84.08	82.47	81.28
Winnipeg.....	113.9	113.2	109.6	75.88	75.28	73.88
Regina.....	147.9	145.8	139.9	79.75	79.55	77.28
Saskatoon.....	144.8	139.1	137.1	74.83	74.35	72.24
Edmonton.....	207.2	204.9	197.1	79.58	79.07	78.66
Calgary.....	179.8	179.0	173.0	85.72	85.10	82.20
Vancouver.....	121.7	121.8	116.2	92.74	91.77	88.59
Victoria.....	113.3	110.9	115.1	81.16	80.47	82.35

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Apr. 1964	Mar. 1964	Apr. 1963	Apr. 1964	Mar. 1964	Apr. 1963
				\$	\$	\$
<b>Mining</b> .....	<b>111.5</b>	<b>109.1</b>	<b>109.9</b>	<b>105.28</b>	<b>107.50</b>	<b>102.48</b>
Metal mining.....	126.8	125.5	126.2	105.72	106.24	103.20
Gold.....	63.5	63.3	66.5	87.12	86.47	84.40
Other metal.....	185.6	183.3	181.6	111.64	112.59	109.60
Fuels.....	77.2	73.9	75.3	109.61	118.29	107.66
Coal.....	37.7	21.9	38.0	79.85	80.73	81.37
Oil and natural gas.....	237.5	284.8	227.6	128.75	129.99	125.56
Non-metal.....	143.2	138.7	138.1	96.64	95.70	91.26
<b>Manufacturing</b> .....	<b>118.9</b>	<b>118.4</b>	<b>113.7</b>	<b>89.56</b>	<b>88.82</b>	<b>86.72</b>
Durable goods.....	126.5	125.9	119.3	96.48	95.28	93.70
Non-durable goods.....	112.6	112.1	109.0	83.06	82.76	80.33
Food and beverages.....	109.8	107.0	107.9	79.37	80.32	77.05
Meat products.....	131.3	130.8	129.4	86.54	88.27	85.98
Canned and preserved fruits and vegetables.....	89.0	83.6	83.1	70.41	71.05	70.25
Grain mill products.....	95.3	95.8	93.6	86.59	88.29	84.16
Bread and other bakery products.....	111.2	111.5	109.2	74.37	75.56	71.04
Distilled and malt liquors.....	93.4	91.8	93.1	111.09	111.07	105.17
Tobacco and tobacco products.....	97.5	95.2	106.8	83.46	81.12	78.10
Rubber products.....	116.2	116.6	109.4	91.58	90.28	84.50
Leather products.....	88.8	89.9	88.4	60.15	58.97	57.25
Boots and shoes (except rubber).....	92.5	93.8	95.0	57.78	56.89	55.11
Other leather products.....	82.1	82.7	76.4	65.00	63.27	62.06
Textile products (except clothing).....	89.4	89.4	83.5	71.79	71.00	67.93
Cotton yarn and broad woven goods.....	76.9	76.9	72.9	68.81	67.83	63.56
Woolen goods.....	66.1	65.9	62.5	65.23	64.77	62.65
Synthetic textiles and silk.....	106.6	106.5	96.0	79.23	79.38	74.65
Clothing (textile and fur).....	98.5	100.9	93.8	55.43	55.01	53.95
Men's clothing.....	103.4	105.3	98.5	54.01	54.03	52.20
Women's clothing.....	109.4	114.9	101.7	56.69	56.39	55.94
Knit goods.....	74.8	74.9	72.2	55.83	54.57	53.57
Wood products.....	111.0	112.4	103.8	76.90	75.87	73.60
Saw and planing mills.....	112.4	115.2	104.0	79.46	78.59	75.92
Furniture.....	122.7	121.9	117.0	74.09	72.55	70.94
Other wood products.....	80.9	79.3	76.8	66.99	65.56	65.55
Paper products.....	128.4	127.4	124.1	104.14	103.22	100.96
Pulp and paper mills.....	128.3	126.9	123.7	112.41	111.54	109.08
Other paper products.....	128.7	128.7	125.0	84.36	83.53	81.68
Printing, publishing and allied industries.....	127.0	126.4	125.6	97.33	97.56	93.84
Iron and steel products.....	119.4	118.5	113.3	100.73	100.08	98.36
Agricultural implements.....	74.2	73.6	74.9	107.03	111.63	105.88
Fabricated and structural steel.....	149.2	145.5	150.7	101.29	100.88	99.02
Hardware and tools.....	124.1	123.9	113.8	88.91	87.76	86.34
Heating and cooking appliances.....	110.6	111.7	101.6	87.50	86.87	82.57
Iron castings.....	108.0	108.5	98.0	97.18	94.90	92.51
Machinery, industrial.....	141.2	139.5	133.3	98.42	96.42	94.26
Primary iron and steel.....	139.8	137.5	129.2	113.29	113.43	113.80
Sheet metal products.....	118.5	118.9	115.0	96.58	95.76	95.69
Wire and wire products.....	125.5	124.1	115.5	101.86	99.85	97.03
Transportation equipment.....	127.6	126.1	116.5	105.89	102.74	103.31
Aircraft and parts.....	253.1	253.1	227.2	106.38	104.83	99.97
Motor vehicles.....	146.1	144.9	127.6	124.09	117.59	124.74
Motor vehicle parts and accessories.....	157.4	153.9	131.2	102.88	97.80	99.59
Railroad and rolling stock equipment.....	57.7	57.4	51.7	91.13	91.37	86.83
Shipbuilding and repairing.....	137.4	133.6	155.6	92.31	92.18	94.80
Non-ferrous metal products.....	130.8	130.1	123.7	100.05	101.24	97.03
Aluminum products.....	145.0	142.1	137.2	96.62	96.37	94.79
Brass and copper products.....	115.6	116.0	105.4	97.37	96.86	92.07
Smelting and refining.....	140.5	140.0	135.0	109.40	112.15	107.45
Electrical apparatus and supplies.....	156.7	156.9	152.8	94.19	93.35	90.73
Heavy electrical machinery.....	117.7	117.9	115.0	101.34	100.17	96.88
Telecommunication equipment.....	276.8	276.9	276.3	89.67	89.98	87.39
Non-metallic mineral products.....	151.1	147.4	145.9	93.14	92.83	90.39
Clay products.....	88.4	83.9	82.0	84.56	84.34	83.63
Glass and glass products.....	173.0	171.7	171.9	90.27	90.26	88.21
Products of petroleum and coal.....	139.5	137.9	139.3	129.19	128.75	127.59
Petroleum refining and products.....	142.0	141.1	142.0	130.38	129.42	128.61
Chemical products.....	138.4	137.9	135.6	104.84	105.40	102.20
Medicinal and pharmaceutical preparations.....	128.1	127.9	123.8	92.82	92.98	90.36
Acids, alkalis and salts.....	154.9	154.5	157.9	116.98	119.91	114.49
Other chemical products.....	137.0	136.4	133.2	104.25	104.30	101.38
Miscellaneous manufacturing industries.....	159.2	158.6	147.6	78.95	78.56	75.85
<b>Construction</b> .....	<b>114.0</b>	<b>107.7</b>	<b>112.4</b>	<b>83.60</b>	<b>88.65</b>	<b>89.05</b>
Building and general engineering.....	118.1	110.2	113.5	100.10	93.84	96.20
Highways, bridges and streets.....	107.3	103.5	110.5	81.81	79.52	76.97
<b>Electric and motor transportation</b> .....	<b>146.8</b>	<b>145.6</b>	<b>141.8</b>	<b>90.56</b>	<b>92.10</b>	<b>87.56</b>
<b>Service</b> .....	<b>175.1</b>	<b>172.4</b>	<b>158.8</b>	<b>61.05</b>	<b>60.67</b>	<b>59.16</b>
Hotels and restaurants.....	148.3	146.7	135.7	46.40	46.31	44.54
Laundries and dry cleaning plants.....	152.1	149.9	137.1	54.09	53.26	52.54
<b>Industrial composite</b> .....	<b>124.1</b>	<b>123.5</b>	<b>119.5</b>	<b>86.28</b>	<b>85.27</b>	<b>83.53</b>



# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	April 1964	March 1964	April 1963	April 1964	March 1964	April 1963
				\$	\$	\$
Newfoundland.....	41.8	42.4	42.5	1.74	1.80	1.69
Nova Scotia.....	41.3	40.8	41.2	1.73	1.80	1.72
New Brunswick.....	41.6	40.3	41.2	1.72	1.69	1.73
Quebec.....	41.8	41.2	41.7	1.81	1.80	1.75
Ontario.....	41.3	40.9	41.2	2.12	2.12	2.06
Manitoba.....	40.1	40.0	40.4	1.82	1.83	1.81
Saskatchewan.....	39.3	39.3	38.7	2.08	2.08	2.04
Alberta (includes Northwest Territories)	40.0	39.8	39.4	2.07	2.06	2.04
British Columbia (including Yukon Territory).....	38.0	38.2	38.0	2.43	2.43	2.37

\* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1964	Mar. 1964	Apr. 1963	Apr. 1964	Mar. 1964	Apr. 1963	Apr. 1964	Mar. 1964	Apr. 1963
				\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.0</b>	<b>42.4</b>	<b>42.2</b>	<b>2.29</b>	<b>2.34</b>	<b>2.23</b>	<b>96.25</b>	<b>99.07</b>	<b>93.90</b>
Metal mining.....	42.1	42.2	42.3	2.37	2.39	2.30	99.70	100.60	97.49
Gold.....	43.3	43.2	43.5	1.86	1.85	1.81	80.77	79.92	78.79
Other metal.....	41.6	41.8	41.9	2.55	2.57	2.49	106.13	107.73	104.39
Fuels.....	40.6	43.5	41.8	2.12	2.31	2.05	85.90	100.30	85.58
Coal.....	40.7	41.0	43.4	1.91	1.92	1.83	77.80	78.59	79.54
Oil and natural gas.....	40.3	45.2	38.2	2.56	2.55	2.60	103.23	115.45	99.28
Non-metal.....	43.3	42.2	42.0	2.13	2.16	2.07	92.29	91.28	87.06
<b>Manufacturing</b> .....	<b>41.1</b>	<b>40.7</b>	<b>41.0</b>	<b>2.01</b>	<b>2.01</b>	<b>1.95</b>	<b>82.67</b>	<b>81.54</b>	<b>80.05</b>
Durable goods.....	41.7	41.2	41.6	2.17	2.17	2.12	90.59	89.26	88.12
Non-durable goods.....	40.6	40.3	40.4	1.84	1.85	1.79	74.80	74.49	72.18
Food and beverages.....	40.5	40.8	40.5	1.78	1.79	1.73	71.96	73.16	70.06
Meat products.....	40.2	41.0	40.6	2.01	2.03	2.01	81.06	82.96	81.47
Canned and preserved fruits and vegetables.....	39.7	40.1	39.0	1.53	1.55	1.50	60.90	62.05	58.59
Grain mill products.....	42.1	43.3	42.2	1.93	1.94	1.83	81.47	83.77	77.33
Bread and other bakery products.....	40.5	41.5	40.8	1.69	1.70	1.60	68.50	70.55	65.11
Distilled liquors.....	40.7	40.7	40.2	2.35	2.36	2.27	95.55	95.93	91.53
Malt liquors.....	38.8	39.4	38.8	2.56	2.56	2.46	99.44	101.01	95.43
Tobacco and tobacco products.....	38.9	37.1	40.1	1.98	2.00	1.81	76.91	74.31	72.52
Rubber products.....	41.8	41.3	38.9	2.04	2.03	1.94	85.35	83.79	75.65
Leather products.....	40.0	39.2	39.9	1.37	1.37	1.31	54.99	53.70	52.24
Boots and shoes (except rubber).....	39.6	38.8	39.6	1.33	1.34	1.27	52.81	51.83	50.31
Other leather products.....	40.9	40.2	40.5	1.46	1.43	1.40	59.53	57.63	56.67
Textile products (except clothing).....	42.7	42.1	42.0	1.53	1.52	1.46	65.17	64.07	61.27
Cotton yarn broad woven goods.....	42.2	41.3	39.5	1.53	1.52	1.49	64.53	62.95	58.82
Woolen goods.....	42.9	42.0	42.8	1.41	1.40	1.34	60.32	58.67	57.28
Synthetic textiles and silk.....	43.4	43.3	43.6	1.65	1.66	1.54	71.65	71.90	67.24
Clothing (textile and fur).....	38.5	38.1	38.6	1.31	1.31	1.26	50.33	50.06	48.74
Men's clothing.....	38.3	38.4	38.3	1.30	1.30	1.25	49.70	49.93	47.88
Women's clothing.....	36.7	36.3	37.1	1.41	1.42	1.36	51.57	51.64	50.44
Knit goods.....	41.7	40.6	41.2	1.22	1.22	1.18	50.91	49.42	48.59
*Wood products.....	41.4	40.8	40.8	1.76	1.77	1.71	73.05	72.01	69.84
Saw and planing mills.....	40.8	40.3	39.9	1.89	1.89	1.83	76.92	76.14	73.19
Furniture.....	42.6	41.5	42.3	1.60	1.59	1.55	68.02	66.20	65.44
Other wood products.....	42.6	41.8	42.4	1.43	1.43	1.41	61.04	59.88	59.88
Paper products.....	41.8	41.4	41.6	2.35	2.34	2.28	98.22	97.15	94.98
Pulp and paper mills.....	42.1	41.7	41.8	2.53	2.53	2.46	106.26	105.28	102.78
Other paper products.....	41.1	40.8	41.3	1.87	1.86	1.80	76.83	75.89	74.21
Printing, publishing and allied industries.....	38.7	39.0	38.7	2.48	2.49	2.40	96.07	97.15	92.87
*Iron and steel products.....	41.7	41.4	41.6	2.30	2.30	2.25	95.79	95.05	93.57
Agricultural implements.....	41.4	43.0	42.1	2.42	2.48	2.38	100.24	106.49	100.03
Fabricated and structural steel.....	41.2	41.6	41.0	2.24	2.22	2.18	92.33	91.81	89.42
Hardware and tools.....	43.6	42.8	43.1	1.90	1.90	1.87	82.95	81.42	80.55
Heating and cooking appliances.....	41.0	41.1	38.9	1.98	1.97	1.90	81.81	80.94	73.83
Iron castings.....	42.6	41.5	42.0	2.22	2.20	2.11	94.32	91.46	88.71
Machinery, industrial.....	42.9	42.3	42.3	2.16	2.14	2.10	92.75	90.61	88.96
Primary iron and steel.....	40.4	40.0	41.1	2.68	2.72	2.67	108.44	108.84	109.65
Sheet metal products.....	41.0	40.9	41.5	2.20	2.19	2.17	90.20	89.43	90.02
Wire and wire products.....	43.3	42.3	42.0	2.26	2.24	2.18	97.97	95.02	91.68
*Transportation equipment.....	42.4	41.4	42.7	2.38	2.34	2.32	100.70	96.73	98.85
Aircraft and parts.....	41.8	41.1	40.8	2.30	2.28	2.19	96.28	93.62	89.44
Motor vehicles.....	44.6	42.4	46.1	2.68	2.62	2.62	119.63	111.10	120.88
Motor vehicle parts and accessories.....	42.4	41.1	42.8	2.32	2.26	2.24	98.26	92.94	95.95
Railroad and rolling stock equipment.....	40.5	40.7	39.6	2.21	2.20	2.15	89.25	89.43	84.96
Shipbuilding and repairing.....	40.8	40.9	41.9	2.21	2.19	2.25	90.05	89.57	94.16
*Non-ferrous metal products.....	40.9	40.9	41.1	2.26	2.32	2.21	92.33	94.84	90.87
Aluminum products.....	41.6	41.3	41.5	2.06	2.07	2.01	85.61	85.43	83.65
Brass and copper products.....	42.2	42.1	41.3	2.17	2.18	2.10	91.63	91.93	86.75
Smelting and refining.....	40.2	40.4	40.7	2.51	2.61	2.46	100.85	105.63	100.17
*Electrical apparatus and supplies.....	40.9	40.6	40.7	2.00	1.99	1.94	81.86	80.63	78.85
Heavy electrical machinery and equipment.....	41.1	40.9	40.1	2.24	2.21	2.17	92.06	90.40	87.01
Telecommunication equipment.....	39.8	39.8	40.1	1.76	1.76	1.73	70.02	70.14	69.55
Refrigerators, vacuum cleaners and appliances.....	40.3	39.3	40.6	2.11	2.06	2.04	85.09	81.04	82.85
Wire and cable.....	42.1	42.3	42.3	2.23	2.21	2.14	93.86	93.66	90.46
Miscellaneous electrical products.....	41.5	41.0	41.1	1.91	1.91	1.84	79.25	78.02	75.52
*Non-metallic mineral products.....	42.4	42.1	42.6	2.03	2.05	1.98	86.20	86.16	84.25
Clay products.....	42.4	42.2	42.1	1.83	1.85	1.82	77.42	78.08	76.80
Glass and glass products.....	41.0	41.2	41.7	2.06	2.06	2.00	84.41	84.94	83.22
Products of petroleum and coal.....	41.0	40.7	41.8	2.82	2.81	2.74	115.67	114.55	114.54
Chemical products.....	41.3	41.3	41.5	2.22	2.27	2.18	91.97	93.57	90.65
Medicinal and pharmaceutical preparations.....	39.4	39.7	40.2	1.74	1.74	1.69	68.48	69.06	67.93
Acids, alkalis and salts.....	41.1	41.2	41.4	2.55	2.66	2.51	104.94	109.55	104.02
Miscellaneous manufacturing industries.....	41.2	41.0	41.4	1.66	1.67	1.60	68.51	68.39	66.07
Professional and scientific equipment.....	40.8	41.0	40.9	1.94	1.95	1.95	79.06	80.22	79.65
<b>Construction</b> .....	<b>40.1</b>	<b>37.4</b>	<b>39.9</b>	<b>2.25</b>	<b>2.24</b>	<b>2.16</b>	<b>90.35</b>	<b>83.90</b>	<b>86.29</b>
Building and general engineering.....	39.9	36.6	39.9	2.44	2.43	2.34	97.32	88.82	93.32
Highways, bridges and streets.....	40.5	39.3	39.9	1.86	1.87	1.80	75.45	73.49	71.95
<b>Electric and motor transportation</b> .....	<b>43.9</b>	<b>44.3</b>	<b>43.7</b>	<b>2.06</b>	<b>2.09</b>	<b>2.00</b>	<b>90.45</b>	<b>92.63</b>	<b>87.44</b>
<b>Service</b> .....	<b>37.2</b>	<b>37.1</b>	<b>37.7</b>	<b>1.20</b>	<b>1.19</b>	<b>1.14</b>	<b>44.58</b>	<b>44.06</b>	<b>42.99</b>
Hotels and restaurants.....	36.5	36.4	37.1	1.16	1.16	1.10	42.53	42.21	40.93
Laundries and dry cleaning plants.....	40.6	40.5	40.8	1.13	1.12	1.08	46.00	45.47	44.10

\* Durable manufactured goods industries.



**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March*.....	40.7	2.01	81.84	196.1	145.2
April†.....	41.1	2.01	82.67	198.1	146.7

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

**TABLE D-1—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfiled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
June 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
June 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
June 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
June 1962.....	22,436	20,672	43,108	237,747	119,561	357,308
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964 <sup>(1)</sup> .....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964 <sup>(1)</sup> .....	28,723	21,359	50,082	266,490	140,069	406,559

<sup>(1)</sup>Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, MAY 1963-MAY 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—May.....	215,307	90,643	100,832	45,049	88,778	32,272
1963—June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,575
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May <sup>(1)</sup> .....	207,806	88,218	95,076	44,484	78,405	31,264

<sup>(1)</sup> Preliminary.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING MAY 1964<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from May 1963
<b>Agriculture, Fishing, Trapping</b> .....	<b>5,215</b>	<b>924</b>	<b>6,139</b>	— 781
<b>Forestry</b> .....	<b>6,556</b>	<b>47</b>	<b>6,603</b>	+ 639
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,121</b>	<b>62</b>	<b>1,183</b>	— 202
Metal Mining.....	612	13	625	— 135
Fuels.....	151	22	173	— 21
Non-Metal Mining.....	185	3	188	— 95
Quarrying, Clay and Sand Pits.....	69	1	70	— 24
Prospecting.....	104	23	127	+ 73
<b>Manufacturing</b> .....	<b>17,568</b>	<b>8,604</b>	<b>26,172</b>	+ 156
Foods and Beverages.....	2,578	2,781	5,359	+ 638
Tobacco and Tobacco Products.....	93	36	129	+ 58
Rubber Products.....	168	66	234	— 50
Leather Products.....	300	288	588	— 64
Textile Products (except clothing).....	633	458	1,091	— 21
Clothing (textile and fur).....	490	1,691	2,181	+ 135
Wood Products.....	2,529	246	2,775	+ 27
Paper Products.....	994	310	1,304	— 35
Printing, Publishing and Allied Industries.....	613	475	1,088	— 246
Iron and Steel Products.....	3,256	361	3,617	— 168
Transportation Equipment.....	2,573	268	2,841	— 10
Non-Ferrous Metal Products.....	654	167	821	+ 38
Electrical Apparatus and Supplies.....	610	528	1,138	+ 123
Non-Metallic Mineral Products.....	756	107	863	+ 50
Products of Petroleum and Coal.....	104	18	122	+ 11
Chemical Products.....	632	262	894	— 111
Miscellaneous Manufacturing Industries.....	585	542	1,127	+ 51
<b>Construction</b> .....	<b>12,906</b>	<b>207</b>	<b>13,113</b>	— 2,451
General Contractors.....	8,619	125	8,744	— 1,806
Special Trade Contractors.....	4,287	82	4,369	— 645
<b>Transportation, Storage and Communication</b> .....	<b>6,713</b>	<b>426</b>	<b>7,139</b>	+ 302
Transportation.....	6,095	218	6,313	+ 263
Storage.....	514	56	570	+ 111
Communication.....	104	152	256	— 72
<b>Public Utility Operation</b> .....	<b>486</b>	<b>54</b>	<b>540</b>	+ 4
<b>Trade</b> .....	<b>10,540</b>	<b>4,924</b>	<b>15,464</b>	+ 439
Wholesale.....	4,595	1,284	5,879	+ 40
Retail.....	5,945	3,640	9,585	+ 399
<b>Finance, Insurance and Real Estate</b> .....	<b>684</b>	<b>1,046</b>	<b>1,730</b>	+ 48
<b>Service</b> .....	<b>16,616</b>	<b>14,970</b>	<b>31,586</b>	— 9,535
Community or Public Service.....	866	1,332	2,198	— 231
Government Service.....	6,429	1,453	7,882	— 8,499
Recreation Service.....	919	254	1,173	+ 48
Business Service.....	1,269	605	1,874	— 511
Personal Service.....	7,133	11,326	18,459	— 342
<b>Grand Total</b> .....	<b>78,405</b>	<b>31,264</b>	<b>109,669</b>	<b>—11,381</b>

<sup>(1)</sup> Preliminary.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT MAY 29, 1964<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	8,868	2,386	11,254
Clerical Workers.....	19,114	43,712	62,826
Sales Workers.....	7,329	16,499	23,828
Personal & Domestic Service Workers.....	35,424	23,646	59,070
Seamen.....	1,326	35	1,361
Agriculture, Fishing, Forestry (Ex. log.).....	4,570	780	5,350
Skilled and Semi-Skilled Workers.....	140,881	15,798	156,679
Food and kindred products (incl. tobacco).....	1,059	477	1,536
Textiles, clothing, etc.....	2,721	9,399	12,120
Lumber and lumber products.....	22,299	98	22,397
Pulp, paper (incl. printing).....	1,160	414	1,574
Leather and leather products.....	1,064	1,071	2,135
Stone, clay & glass products.....	366	24	390
Metalworking.....	10,374	863	11,237
Electrical.....	2,896	881	3,777
Transportation equipment.....	334	33	367
Mining.....	1,645	—	1,645
Construction.....	34,525	3	34,528
Transportation (except seamen).....	28,057	96	28,153
Communications & public utility.....	757	3	760
Trade and service.....	4,598	1,330	5,928
Other skilled and semi-skilled.....	18,937	813	19,750
Foremen.....	3,118	279	3,397
Apprentices.....	6,971	14	6,985
Unskilled Workers.....	101,756	23,653	125,409
Food and tobacco.....	3,583	6,867	10,450
Lumber & lumber products.....	12,960	347	13,307
Metalworking.....	3,342	508	3,850
Construction.....	52,362	1	52,363
Other unskilled workers.....	29,509	15,930	45,439
<b>Grand Total.....</b>	<b>319,268</b>	<b>126,509</b>	<b>445,777</b>

<sup>(1)</sup> Preliminary.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT MAY 29, 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) May 29, 1964	Previous Year May 31, 1963		(1) May 29, 1964	Previous Year May 31, 1963
<b>Newfoundland</b> .....	<b>18,690</b>	<b>17,427</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	3,503	3,564	Sherbrooke.....	3,425	3,690
Grand Falls.....	2,214	1,355	Sorel.....	1,514	1,271
St. John's.....	12,973	12,508	Thetford Mines.....	1,431	1,011
<b>Prince Edward Island</b> .....	<b>2,413</b>	<b>2,869</b>	Trois-Rivières.....	3,523	3,845
Charlottetown.....	1,566	1,696	Val d'Or.....	1,762	2,021
Summerside.....	847	1,173	Valleyfield.....	1,372	1,897
<b>Nova Scotia</b> .....	<b>22,549</b>	<b>23,053</b>	Victoriaville.....	1,372	1,160
Amherst.....	681	868	Ville St. Georges.....	3,319	2,985
Bridgewater.....	793	903	<b>Ontario</b> .....	<b>119,839</b>	<b>134,877</b>
Halifax.....	6,216	6,460	Arnrior.....	249	199
Inverness.....	721	679	Barrie.....	964	1,058
Kentville.....	2,125	2,353	Belleville.....	1,363	1,493
Liverpool.....	331	389	Bracebridge.....	618	495
New Glasgow.....	2,051	2,915	Brampton.....	824	1,035
Springhill.....	777	920	Brantford.....	1,413	1,702
Sydney.....	4,790	3,309	Brockville.....	478	405
Sydney Mines.....	1,109	1,171	Carleton Place.....	170	215
Truro.....	1,302	1,460	Chatham.....	1,394	1,780
Yarmouth.....	1,653	1,626	Cobourg.....	527	620
<b>New Brunswick</b> .....	<b>19,897</b>	<b>21,180</b>	Collingwood.....	389	399
Bathurst.....	3,244	3,496	Cornwall.....	1,781	2,152
Campbellton.....	1,740	2,243	Elliot Lake.....	315	348
Edmundston.....	1,632	1,259	Fort Erie.....	327	339
Fredericton.....	1,605	2,240	Fort Frances.....	458	426
Minto.....	284	482	Fort William.....	1,484	1,991
Moncton <sup>(2)</sup> .....	4,410	5,997	Galt.....	717	1,054
Newcastle.....	1,734	2,809	Gananoque.....	145	122
Saint John.....	3,088	2,910	Goderich.....	281	219
St. Stephen.....	1,291	1,361	Guelph.....	898	822
Sussex.....	311	613	Hamilton.....	9,649	10,670
Woodstock.....	558	770	Hawkesbury.....	723	621
<b>Quebec</b> .....	<b>147,286</b>	<b>154,387</b>	Kapuskasing.....	1,110	1,525
Alma.....	2,098	2,434	Kenora.....	575	587
Asbestos.....	581	555	Kingston.....	1,588	1,726
Baie Comeau.....	790	895	Kirkland Lake.....	529	979
Beauharnois.....	1,235	1,192	Kitchener.....	1,920	1,948
Buckingham.....	973	1,100	Learnington.....	442	746
Causapscaal.....	2,257	2,398	Lindsay.....	514	492
Chandler.....	1,390	1,556	Listowel.....	164	228
Chicoutimi.....	2,176	2,813	London.....	3,263	3,946
Cowansville.....	397	370	Long Branch.....	2,498	2,748
Dolbeau.....	1,761	1,835	Midland.....	320	700
Drummondville.....	1,655	1,904	Napance.....	301	425
Farnham.....	393	447	New Liskeard.....	301	406
Forestville.....	1,070	525	Newmarket.....	838	1,074
Gaspé.....	1,539	1,588	Niagara Falls.....	1,366	1,593
Granby.....	1,790	1,945	North Bay.....	1,088	1,436
Hull.....	2,384	3,160	Oakville.....	548	483
Joliette.....	3,020	3,203	Orillia.....	407	469
Jonquière.....	2,737	3,251	Oshawa.....	3,900	3,992
Lachute.....	567	620	Ottawa.....	4,954	5,203
Lac Mégantic.....	1,068	1,100	Owen Sound.....	758	1,055
La Malbaie.....	1,904	1,590	Parry Sound.....	296	297
La Tuque.....	824	858	Pembroke.....	1,103	1,321
Lévis.....	2,772	2,149	Perth.....	420	393
Louiseville.....	812	782	Peterborough.....	2,056	2,380
Magog.....	476	544	Picton.....	187	181
Maniwaki.....	811	889	Port Arthur.....	2,653	2,916
Matane.....	1,480	2,527	Port Colborne.....	435	757
Mont-Laurier.....	808	811	Prescott.....	541	498
Montmagny.....	1,792	1,812	Renfrew.....	409	361
Montréal.....	47,237	52,767	St. Catharines.....	2,840	2,813
New Richmond.....	2,053	1,679	St. Thomas.....	519	733
Port Alfred.....	1,022	1,236	Sarnia.....	1,907	1,487
Québec.....	12,282	8,598	Sault Ste. Marie.....	2,158	2,219
Rimouski.....	3,145	3,538	Simcoe.....	673	829
Rivière du Loup.....	3,836	4,268	Smiths Falls.....	360	412
Roberval.....	1,798	1,582	Stratford.....	353	378
Rouyn.....	3,704	4,042	Sturgeon Falls.....	568	727
Ste. Agathe des Monts.....	589	685	Sudbury.....	3,312	4,928
Ste. Anne de Bellevue.....	780	637	Tillsonburg.....	264	480
Ste. Thérèse.....	1,691	1,847	Timmins.....	1,525	1,779
St. Hyacinthe.....	1,284	1,398	Toronto.....	34,494	36,180
St. Jean.....	1,683	2,010	Trenton.....	529	648
St. Jérôme.....	1,413	1,181	Walkerton.....	405	335
Sept-Îles.....	1,505	2,246	Wallaceburg.....	277	325
Shawinigan.....	3,986	3,940	Welland.....	1,543	1,848
			Weston.....	2,147	2,734
			Windsor.....	4,795	6,505
			Woodstock.....	489	487

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT MAY 29, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) May 29, 1964	Previous Year May 31, 1963		(1) May 29, 1964	Previous Year May 31, 1963
<b>Manitoba</b> .....	<b>24,292</b>	<b>22,784</b>	<b>British Columbia</b> .....	<b>51,644</b>	<b>51,979</b>
Brandon.....	1,636	1,695	Chilliwack.....	1,259	1,095
Dauphin.....	1,204	1,238	Courtenay.....	642	767
Flin Flon.....	166	128	Cranbrook.....	766	746
Portage la Prairie.....	863	857	Dawson Creek.....	1,439	1,624
The Pas.....	478	362	Duncan.....	353	429
Winnipeg.....	19,945	18,504	Kamloops.....	1,790	1,208
<b>Saskatchewan</b> .....	<b>11,318</b>	<b>10,722</b>	Kelowna.....	1,385	1,149
Estevan.....	159	207	Mission City.....	821	901
Lloydminster.....	164	224	Nanaimo.....	702	677
Moose Jaw.....	739	816	Nelson.....	869	728
North Battleford.....	686	848	New Westminster.....	6,904	7,409
Prince Albert.....	1,566	1,394	Penticton.....	1,458	1,234
Regina.....	3,490	2,373	Port Alberni.....	462	594
Saskatoon.....	2,757	2,812	Prince George.....	2,561	1,839
Swift Current.....	318	294	Prince Rupert.....	1,493	1,382
Weyburn.....	116	170	Quesnel.....	1,187	1,185
Yorkton.....	1,323	1,584	Trail.....	639	796
<b>Alberta</b> .....	<b>27,849</b>	<b>29,675</b>	Vancouver.....	22,062	22,366
Blairmore.....	567	615	Vernon.....	1,241	1,490
Calgary.....	8,309	8,846	Victoria.....	3,208	3,415
Drumheller.....	395	376	Whitehorse.....	403	384
Edmonton.....	13,106	14,297	<b>CANADA</b> .....	<b>445,777</b>	<b>471,953</b>
Edson.....	304	333			
Grande Prairie.....	1,346	1,091	Males.....	319,268	341,869
Lethbridge.....	1,751	1,693			
Medicine Hat.....	776	1,042	Females.....	126,509	130,084
Red Deer.....	1,295	1,382			

(1)Preliminary subject to revision

(2)Includes 255 registrations reported by the Magdalen Islands local office.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—March.....	4,373,000	3,775,700	597,300
February.....	4,340,000	3,732,900	607,100
January.....	4,337,000	3,738,400	598,600
1963—December.....	4,331,000	3,798,700	532,300
November.....	4,191,000	3,887,600	303,400
October.....	4,120,000	3,901,100	218,900
September.....	4,114,000	3,927,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
APRIL 30, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	March 31, 1964	April 30, 1963
Canada.....	497,745	140,020	158,649	161,846	37,230	597,250	565,928
Male.....	380,643	109,879	123,637	124,770	22,357	467,631	438,338
Female.....	117,102	30,141	35,012	37,076	14,873	129,619	127,590
Newfoundland.....	27,229	5,885	8,546	11,654	1,144	33,108	29,504
Male.....	25,120	5,591	7,853	10,880	796	30,893	28,006
Female.....	2,109	294	693	774	348	2,215	1,498
Prince Edward Island.....	4,624	767	1,015	2,702	140	6,640	4,948
Male.....	3,863	640	814	2,318	91	5,620	4,103
Female.....	761	127	201	384	49	1,020	845
Nova Scotia.....	32,109	7,230	8,936	13,997	1,946	40,324	34,394
Male.....	27,105	6,052	7,551	12,179	1,323	34,923	29,074
Female.....	5,004	1,178	1,385	1,818	623	5,401	5,320
New Brunswick.....	32,197	6,715	9,583	13,976	1,923	36,551	35,011
Male.....	27,073	6,000	8,491	11,438	1,144	30,384	29,636
Female.....	5,124	715	1,092	2,538	779	6,167	5,375
Quebec.....	158,861	43,338	56,275	46,854	12,394	187,461	180,591
Male.....	126,956	34,703	47,442	37,358	7,453	153,994	146,398
Female.....	31,905	8,635	8,833	9,496	4,941	33,467	34,193
Ontario.....	129,831	38,703	40,503	38,939	11,686	160,973	150,333
Male.....	87,131	27,108	27,295	26,010	6,718	113,417	104,079
Female.....	42,700	11,595	13,208	12,929	4,968	47,556	46,254
Manitoba.....	23,533	6,683	7,369	8,191	1,290	25,595	27,516
Male.....	18,226	5,101	5,600	6,672	853	19,272	20,982
Female.....	5,307	1,582	1,769	1,519	437	6,323	6,534
Saskatchewan.....	14,178	3,721	4,186	5,424	847	19,796	17,238
Male.....	10,884	2,980	3,130	4,334	440	16,092	13,460
Female.....	3,294	741	1,056	1,090	407	3,704	3,868
Alberta.....	29,502	11,148	8,681	7,956	1,717	33,344	32,009
Male.....	23,428	9,556	6,758	6,049	1,065	26,049	25,433
Female.....	6,074	1,592	1,923	1,907	652	7,295	6,576
British Columbia.....	45,681	15,830	13,555	12,153	4,143	53,458	54,294
Male.....	30,857	12,148	8,703	7,532	2,474	36,987	37,167
Female.....	14,824	3,682	4,852	4,621	1,669	16,471	17,127

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
APRIL 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,316	5,315	1,001	6,447	5,670	777	1,908
Prince Edward Island.....	1,192	1,026	166	1,366	1,239	127	187
Nova Scotia.....	9,308	6,981	2,327	13,175	11,772	1,403	1,735
New Brunswick.....	9,619	7,318	2,301	10,997	9,839	1,158	1,892
Quebec.....	57,233	40,243	16,990	63,338	53,360	9,978	15,143
Ontario.....	48,783	34,730	14,053	56,117	45,624	10,493	12,172
Manitoba.....	7,636	5,727	1,909	7,854	6,690	1,164	1,372
Saskatchewan.....	4,641	3,905	736	5,589	4,713	876	924
Alberta.....	11,467	8,705	2,762	12,043	9,682	2,361	3,331
British Columbia (incl. Yukon Territory)	19,235	13,332	5,903	20,224	16,302	3,922	4,963
Total, Canada, April 1964.....	175,430	127,282	48,148	197,150	164,891	32,259	43,627
Total, Canada, March 1964.....	182,291	132,686	49,605	174,803	147,558	27,245	65,347
Total, Canada, April 1963.....	175,594	125,017	50,577	190,717	163,112	27,605	45,967

\*In addition, revised claims received numbered 40,279

†In addition, 42,178 revised claims were disposed of. Of these, 3,908 were special requests not granted and 2,74 appeals by claimants. There were 8,487 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, APRIL 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	123,809	3,085,011
Prince Edward Island.....	25,742	578,609
Nova Scotia.....	140,040	3,157,407
New Brunswick.....	137,514	3,196,757
Quebec.....	685,639	17,204,815
Ontario.....	561,638	13,783,123
Manitoba.....	105,444	2,671,589
Saskatchewan.....	67,703	1,694,262
Alberta.....	118,682	3,023,085
British Columbia (including Yukon Territory).....	165,840	4,188,114
Total, Canada, April 1964.....	2,132,051	52,582,772
Total, Canada, March 1964.....	2,151,052	53,550,598
Total, Canada, April 1963.....	2,328,024	57,583,100

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2

Note: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1964**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	May 1963	April 1964	May 1964							
St. John's, Nfld..	119.3	120.3	121.0	116.8	115.9	114.1	121.7	164.3	148.5	108.8
Halifax.....	131.3	131.8	131.8	126.1	133.4	128.7	136.6	167.4	169.4	124.6
Saint John.....	133.3	134.3	134.4	131.8	133.1	126.4	141.8	187.0	153.8	124.5
Montreal.....	132.1	134.7	134.3	136.3	135.2	110.4	159.6	174.8	150.3	123.7
Ottawa.....	133.1	135.9	135.5	131.8	137.3	123.6	157.7	170.9	147.9	125.3
Toronto.....	134.2	136.6	136.4	129.0	140.6	124.8	140.8	164.7	188.2	123.2
Winnipeg.....	129.4	132.0	132.1	130.4	128.6	125.4	135.7	182.4	142.7	127.2
Saskatoon-Regina.	127.8	129.3	129.3	128.3	127.5	131.5	135.1	147.9	146.8	119.9
Edmonton-Calgary	127.1	128.0	127.8	123.4	126.6	127.8	129.4	170.1	145.1	119.7
Vancouver.....	131.5	132.6	132.7	130.8	135.3	121.8	139.8	155.3	151.2	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540, June issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959 .....	201	216	95,120	2,226,890	0.19
1960 .....	268	274	49,408	738,700	0.06
1961 .....	272	287	97,959	1,335,080	0.11
1962 .....	290	311	74,332	1,417,900	0.11
1963 .....	318	332	83,428	917,140	0.07
1963 May .....	31	47	6,361	30,020	0.03
June .....	43	65	7,442	78,420	0.07
July .....	32	66	17,647	181,910	0.15
August .....	31	58	11,882	75,130	0.07
September .....	31	64	9,643	87,760	0.08
October .....	51	83	26,625	143,980	0.12
November .....	11	42	5,761	46,560	0.04
December .....	11	29	4,218	35,770	0.03
*1964 January .....	13	29	1,756	21,730	0.02
February .....	24	46	7,957	82,410	0.08
March .....	24	50	7,142	82,450	0.08
April .....	17	41	8,617	88,900	0.08
May .....	15	35	7,488	63,700	0.06

\*Preliminary

**TABLE G-2—STRIKES AND LOCKOUTS, MAY 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry .....			
Mines .....	2	362	890
Manufacturing .....	22	5,180	43,580
Construction .....	5	176	1,430
Transpn. & utilities .....	1	393	8,700
Trade .....	3	47	440
Finance .....			
Service .....	1	35	110
Public administration .....	1	1,315	8,550
All industries .....	35	7,488	63,700

**TABLE G-3—STRIKES AND LOCKOUTS, MAY 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland .....			
Prince Edward Island .....			
Nova Scotia .....	1	334	330
New Brunswick .....	1	127	1,270
Quebec .....	6	526	7,680
Ontario .....	17	2,734	22,010
Manitoba .....	2	54	560
Saskatchewan .....			
Alberta .....	1	40	970
British Columbia .....	6	3,280	22,180
Federal .....	1	393	8,700
All jurisdictions .....	35	7,488	63,700

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
MAY 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			May	Accu- mulated		
MINES						
<i>Mineral Fuels</i> Acadia Coal (MacBean Mine), Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	334	330	330	May 28 May 29	Interpretation of seniority clause in agreement~Return of workers; negotiations.
MANUFACTURING						
<i>Clothing</i> Fashion Craft, Victoriaville, Que.	Clothing Workers' Federation (CNTU)	266	5,320	11,530	Mar. 30 .....	Lay-off of one employee~
<i>Wood</i> Geo. Burchill & Sons, South Nelson, N.B.	Woodworkers Loc. 2-306 (AFL-CIO/CLC)	127	1,270	5,080	Mar. 19 May 15	Union shop, dues check-off, promotional and lay-off poli- cy~Agreed to union security, seniority in lay-offs, recall and promotions.
MacMillan, Bloedel & Powell River, Port Alberni, B.C.	Office Employees Loc. 15 (AFL-CIO/CLC)	1,887 (1,070)	12,120	12,120	May 19 .....	Union certification, wages, fringe benefits~
<i>Metal Fabricating</i> American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL- CIO/CLC)	177	2,660	15,970	Jan. 16 May 25	Production standards, wages, fringe benefits~Some grades reclassified, 5¢ an hr. increase 1st-yr., 4¢ 2nd-yr., 6¢ 3rd-yr., \$36. retroactive pay to Jan. 15, 1964.
<i>Transportation Equipment</i> American Motors, Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,150	2,300	2,300	May 5 May 7	Discharge of 5 men for cause ~Return of workers pending further discussions.
<i>Electrical Products</i> Smith & Stone, Georgetown, Ont.	District 50 Loc. 14161 (Ind.)	522	9,400	14,280	Apr. 12 May 28	Wages~3% increase immedi- ately, 3% after 10 months, 3% after 20 months, \$40. retroactive pay.
Findlays Ltd., Carleton Place, Ont.	Moulders Loc. 362 (AFL- CIO/CLC)	209	1,670	1,670	May 15 May 28	Signing an existing collective agreement ~ Agreement signed when legality settled.
Wagner-Leland (Division of Sangamo Co. Ltd.), Guelph, Ont.	I. U. E. Loc. 508 (AFL- CIO/CLC)	329	2,960	2,960	May 16 .....	Wages~
<i>Chemical Products</i> Union Carbide, Beauharnois, Que.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	140	140	140	May 1 May 1	Adjustment in work sched- ule~Schedule arranged to satisfaction of parties con- cerned.
TRANSPN. & UTILITIES						
<i>Transportation</i> Nfld. Employers' Assoc., St. John's, Nfld.	Longshoremen's Protec- tive Union (Ind.)	393	8,700	10,670	Apr. 24 .....	Mechanization, number of workers in gangs, sling loads, moving workers from one job to another~
PUBLIC ADMINISTRATION						
<i>Local Administration</i> City of Vancouver, Vancouver, B.C.	Civic Employees' Union Outside Workers (Ind.)	1,315	8,550	17,940	Apr. 23 May 29	Wages~7¢ an hr. increase retroactive to Jan. 1, 1964, 3¢ July 1, 1964, 5¢ Jan. 1, 1965, 4¢ July 1, 1965; improved vaca- tions.

Figures in parentheses indicate the number of workers indirectly affected.



## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE FIRST QUARTER OF 1964**

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance, Insurance and Real Estate	Service	Unspecified	Total
Striking against or stepping on objects.....					2	1							3
Struck by:													
(a) tools, machinery, cranes, etc.....				1	3	1							5
(b) moving vehicles.....						1	1						2
(c) other objects.....	2	23		9	13	8	1		1		1		58
Caught in, on or between machinery, vehicles, etc.....	3	4		2	6	4	2		1		1		23
Collisions, derailments, wrecks, etc.....	2	4		4	8	6	21		4		2		51
Falls and slips:													
(a) on same level.....		1		2	3	2			1				9
(b) to different levels.....		8	2	2	2	12	6		1		5		36
Conflagrations, temperature extremes and explosions.....		3	1	2	3	4	1				2		16
Inhalations, absorptions, asphyxiation and industrial diseases.....			1	12	6		1				3		23
Electric current.....					1	2		4					7
Over-exertion.....	1			1					1		1		4
Miscellaneous accidents.....							1				2		3
Total.....	8	43	4	33	47	40	35	4	9		17		240*

\*Of this total 196 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 44 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRY AND PROVINCE, DURING THE FIRST QUARTER OF 1964**

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture.....				1		5		1		1		8
Logging.....				1	8	9	1	1		23		43
Fishing and Trapping.....			2			1				1		4
Mining and Quarrying.....			3	1	3	10	1		6	9		33
Manufacturing.....				2	6	27	1	1	4	6		47
Construction.....	2			1	11	11	3	3	5	4		40
Transportation, Storage and Communication.....	2		1	6	3	14	1	2	4	2		35
Public Utilities.....						2		1		1		4
Trade.....					1	4	1		1	2		9
Finance, Insurance and Real Estate.....												
Service.....					4	4			3	6		17
Unspecified.....												
Total.....	4		6	12	36	87	8	9	23	55		240

\*See footnote to Table H-1.

## Collective Bargaining Scene (Continued from page 571)

KIMBERLY-CLARK, TERRACE BAY, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—general wage increase of 7¢ an hr. eff. May 1, 1964; additional adjustment of 4¢ an hr. for empl. in the engineering department eff. May 1, 1964; empl. who have left payroll must apply for retroactive pay by Aug. 31, 1964; severance pay of \$40 per yr. of service for empl. with 5 yrs. of service who are terminated because of changes in equipment, processes or methods; monthly life insurance premiums reduced from 50¢ to 42¢ per \$1,000; rate for labourer \$2.07 an hr.; agreement to expire April 30, 1965.

LADIES CLOAK & SUIT MFRS. COUNCIL, MONTREAL, QUE.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 3,000 empl.—wage increases of \$5 a wk. for cutters, 5% for pressers, lining makers, finishers and skirt makers, 7½% for operators, 10% on minimum rates, 10¢ an hr. for other hourly paid empl. eff. Aug. 10, 1964; Thanksgiving Day to be seventh paid holiday; agreement to expire June 30, 1967.

MANITOBA TELEPHONE—MAN. TELEPHONE ASSN. (IND.) (CLERICAL & MAINTENANCE EMPL.): 1-yr. agreement covering 1,400 empl.—general wage increase of 3½%; clerical staff to be paid time and one half (formerly straight time) for hrs. worked in excess of 38½ hrs. a wk.; top rate for clerk I \$53.35 a wk.; agreement to expire March 31, 1965.

MCINTYRE PORCUPINE MINES, SCHUMACHER, ONT.—STEELWORKERS (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—settlement pay of \$25; general wage increase of 6½¢ an hr. eff. May 31, 1964; increase in life insurance from \$1,500 to \$3,000; weekly sickness and accident indemnity of \$35 to be payable up to 26 wks. (formerly 13 wks.); rate for mine labourer \$1.47 an hr.; agreement to expire May 31, 1965.

MONTREAL COTTONS, VALLEYFIELD, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,700 empl.—settlement pay of \$55 from Feb. 9, 1964; wage increases of 9½¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for bonus empl.; wage increases of 13¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for hourly wkrs.; wage increases of 25¢ an hr. eff. June 1, 1964 and 5¢ an hr. eff. Feb. 9, 1965 for tradesmen; vacation pay to 4% of earnings after 5 yrs. of service and 5% after 10 yrs. (formerly 4% after 5 to 14 yrs. of service), 6% after 15 yrs. of service, 7% after 20 yrs. of service (formerly 6%) and 8% after 25 yrs. of service (formerly 7%); bereavement leave of 3 days for death of father-in-law, mother-in-law, brother and sister (formerly only parents, spouse and child); agreement to expire Feb. 8, 1966.

ONTARIO-MINNESOTA PAPER, FORT FRANCES & KENORA, ONT.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,200 empl.—no general wage increase; amendments to Ontario-Minnesota Pension Plan eff. May 1, 1964 to April 30, 1969—no change in benefits for past service; annual future service benefit to be half total employee future contributions; such benefit, when combined with annual benefits under Canada Pension Plan, shall not be less than 2% of total earnings of participant during his entire period of future service; additional monthly benefits for employees retiring at or after normal retirement age from May 1, 1964 to Sept. 30, 1969: \$20 upon retirement May 1, 1964 to Sept. 30, 1965; \$16 upon retirement Oct. 1, 1965 to Sept. 30, 1966; \$12 upon retirement Oct. 1, 1966 to Sept. 30, 1967; \$8 upon retirement Oct. 1, 1967 to Sept. 30, 1968 and \$4 upon retirement Oct. 1, 1968 to Sept. 30, 1969; employee future service contribution to the plan to be 4% of annual earnings, less contribution required for Canada Pension Plan; future service benefits and contributions under the plan to be negotiated if ratio of company to participant's contributions toward Canada Pension Plan becomes other than 1:1, or if employee contribution rate under Canada Pension Plan should exceed 2%; normal retirement to be at age 65 and mandatory at age 68; early retirement permitted at age 55 after 15 yrs. of service; future service benefits to be vested at age 45 after 10 yrs. of service; general agreement to expire April 30, 1965.

ROLLAND PAPER, MONT ROLLAND, ST. JEROME, QUE.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—general wage increases of 6¢ to 12¢ an hr. eff. May 1, 1964 and 5¢ to 11¢ an hr. eff. May 1, 1965; additional adjustments of 1¢ to 3¢ an hr. for 17 classifications; evening and night shift premiums increased to 8¢ and 13¢ respectively eff. May 1, 1964 (formerly 7¢ and 12¢) and to 9¢ and 14¢ respectively May 1, 1965; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); weekly indemnity increased from \$45 to \$50 for married male empl.; improved Blue Cross arrangement; life insurance increase to annual wage equivalent; agreement to expire April 30, 1966.

SPRUCE FALLS & KIMBERLY-CLARK, KAPUSKASING, ONT.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 950 empl.—no general wage increase; adjustment of 6¢ and hr. for skilled trades eff. May 1, 1964; evening and night shift premiums increased to 11¢ and 14¢ respectively (formerly 9¢ and 12¢); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); provision for jury duty supplement; monthly company contributions toward P.S.I. plan increased; rate for machinist \$3.03 an hr.; agreement to expire April 30, 1965.

TAMPER LIMITED, LACHINE, QUE.—IUE (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—general wage increases of 6¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 5¢ an hr. eff. May 1, 1966; increment between labour grades to be increased eff. May 1, 1966; weekly indemnity increased to \$50 and \$60, depending on classification, payable up to 13 wks. (formerly \$40); improvements in basic and major medical insurance plan; pay for 2 wks. vacation to be 5% of earnings after 8 yrs. of service (formerly after 10 yrs.); 3 wks. vacation and 6% vacation pay after 12 yrs. of service (formerly after 15 yrs.); rate for labourer after May 1, 1966 will be \$1.54 an hr.; agreement to expire April 30, 1967.

UNITED AIRCRAFT, LONGUEUIL, QUE.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases ranging from 5¢ to 9¢ an hr. eff. June 23, 1964, 6¢ to 11¢ an hr. eff. June 23, 1965, and 6¢ to 11¢ an hr. eff. June 23, 1966; provisions for 40-hr. work wk. and 8 paid holidays; vacation plan providing for ½-day per mo. for empl. with less than 8 mos. of service, 1 wk. after 8 mos. of service, 2 wks. after 20 mos. of service and 3 wks. after 1½ yrs. of service; rates for janitors, helpers and materials handlers will be \$1.89 to \$2.17 an hr. and for toolmakers \$2.81 to \$3.38 an hr. on June 23, 1966; agreement to expire June 24, 1967.

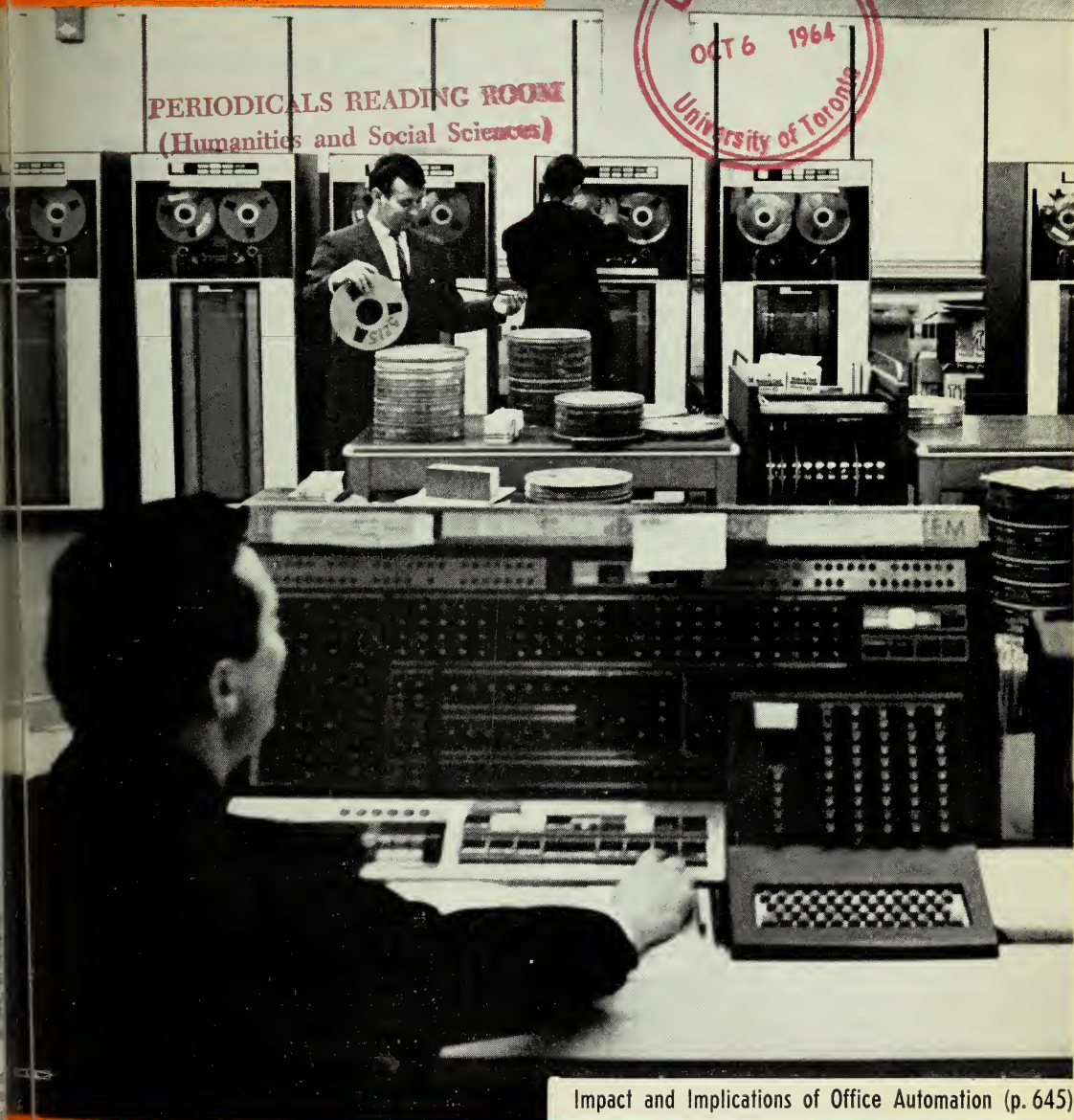




CANADA

THE

# ABOUT AZETTE



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(Continued on page three of cover)



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## Minister's Labour Day Message

Formation of the Manpower Consultative Service of the federal Department of Labour, first announced last year, is becoming a reality as these words are being written. Already its director and three key staff members have been appointed.

The new service was conceived as a means of dealing effectively at the national level with the human problems of dislocation and unemployment caused by technological and economic change.

The Department of Labour has been authorized to enter into agreements with employers, or jointly with employers and unions, to provide incentives amounting to one-half the cost of research into the manpower effects of industrial changes in a plant or business, and one-half the cost of development of a program of adjustment. Where employees are organized, these agreements must always include the union.

There should be no doubt in the minds of labour or management of the theoretical need for such a device as the Manpower Consultative Service. Whether this theoretical need can be translated into working reality will depend more upon those who use the service than upon its originators.

The Government recognizes that the primary responsibility for dealing with technological change in the average office or plant rests with management and labour. However, it also recognizes that the Government's role should be to help management and labour to develop effective ways of dealing with these changes by providing technical assistance and appropriate financial incentives.

The Government, therefore, has taken the important first step. From this point on, the future worth of the Manpower Consultative Service will depend almost entirely on the extent to which labour and management use it on a partnership basis.

The Government believes that the time is strategically right for the introduction of such a service. During the past two and a half years the federal Department of Labour has acted as chief sponsor of a series of labour-management conferences across Canada: two in Quebec, three in Ontario, one in Manitoba and four in Alberta. Eventually all parts of Canada will have been involved in this plan, whose objective is labour-management consultation and co-operation on a national scale for the national good.

Each conference so far has succeeded in promoting renewed interest in the possibilities of greater teamwork between the two partners of industry. Civic, provincial and federal government representatives have been working together in the closest co-operation and harmony with representatives of labour and management organizations at the local level.

Requests have been made in every quarter for repeat meetings between labour and management, and workshop groups active in the most recent conferences have been drafting recommendations to the provincial and federal departments of labour on how best to promote greater consultation and co-operation between labour and management for the welfare and security of all Canadians.

With these encouraging signs multiplying in number and intensity in every corner of the country, I want to express my thanks to you, on behalf of the federal Government and my Department for the generous contribution labour has made toward the promotion of labour-management teamwork in Canada. Continuing consultation and co-operation between the public and private sectors of the economy will provide the resources and know-how required to resolve the manpower, technological, trade and related problems that confront us.

The growing complexity of these problems makes it imperative that labour and management increasingly seek and share each other's confidence and support. The 1,900 labour-management committees set up throughout Canadian manufacturing, hospital, municipal and other service industries by the Labour-Management Co-operation Service of the Department of Labour have been reaping rich dividends from a partnership arrangement for many years now.

It is our hope that when the new problems of training, re-training, and movement of personnel make their appearance at the plant level, labour and management will extend their industrial partnership a step further by calling on the Manpower Consultative Service for additional consultation and assistance.

—Allan J. MacEachen,  
Minister of Labour.

**Other Labour Day Messages on page 640**



## 50 Years Ago This Month

*Japanese steamship Komagata Maru bringing 376 Hindus seeking to enter Canada as immigrants is forced to return to Hong Kong after passengers repulse 175-man police boarding party*

The arrival in Vancouver in May 1914 of a Japanese steamship with 376 Hindus who were seeking to enter Canada as immigrants was the subject of much agitation and discussion throughout the country. The LABOUR GAZETTE of August 1914 contained a special article on the occurrence.

In October of the previous year a party of 56 Hindus who arrived in Victoria on another Japanese ship had succeeded in gaining admittance to Canada after the courts in January 1914 had ruled unconstitutional an order-in-council designed to exclude Asiatic immigrants. The news of this success spread throughout India, and encouraged this second and larger party to attempt to enter Canada.

The order-in-council that had been declared *ultra vires* had been replaced by another of the same intent but in the second order certain legal flaws that had caused the failure of the first were removed.

The ship that arrived in May had sailed from Hong Kong. When the vessel reached Vancouver she was required to anchor in the harbour, and a patrol was established to see that none of the Hindus on board landed surreptitiously.

About 20 of the Hindus were able to establish Canadian domicile and were allowed to land. With regard to the others, the law required that the Immigration Board of Inquiry should hear each case separately. This took time, and meanwhile reports were given out that the Hindus were slowly starving to death. These reports, however, were said to be groundless.

The Hindus who had chartered the vessel made frequent complaints about not being able to bring the ship into dock to discharge a cargo of coal. But the immigration officials were afraid that if the ship were allowed to dock many of the Hindus would escape.

"The Immigration Department, however, instructed its agent at Vancouver to facilitate in every way the discharge of the cargo of coal by means of lighters," this journal's report said.

An application for *habeas corpus* on behalf of one of the Hindus to whom the Board had refused admittance was rejected by a judge. The case came before the Appeal Court on June 29, which upheld all points

in the contention of the immigration officials.

"Regarding the argument of counsel that the Immigration Act was unconstitutional . . . the Court held that the Parliament of Canada was clothed with sovereign power in matters relating to immigration into any part of the Dominion, disallowance (not exercised in respect to the Immigration Act) being the only residue of authority resting with the Imperial Parliament . . ."

Regarding a claim that the Hindu was a British subject coming from Hong Kong, a British possession, the court held that the meaning attached by Parliament to the term "native citizen" used in the order-in-council did not contemplate that a British subject born in one part of the King's possessions was to be considered a "native citizen" of every other part.

The outcome of the affair was that the vessel with its party of Hindus returned to Hong Kong. The Department of Immigration authorized its agent in Vancouver to incur the expense of furnishing supplies of food to be used on the return voyage. It was understood, however, that the provisions would not be placed on board until the ship had passed the three-mile limit.

The captain of the vessel was willing to sail, "but as the passengers refused to allow him to get up steam until such time as he could show the written authority of the charterers for his departure, and as he was unable to secure that written authority, he appealed to the police for protection to enable him to carry out his wishes on board his vessel.

"In response to the captain's appeal, a force of about 175 men went out to the *Komagata Maru* in a tug, but were . . . repulsed by a shower of coal, iron bars, clubs and pieces of machinery thrown down by the Hindus, who were stationed at all advantageous points of the vessel. Several shots were fired by the Hindus, but the fire was not returned by the officers . . .

"To prevent rioting on shore, the mayor called out some of the militia, and the Canadian cruiser *Rainbow* was ordered to Vancouver."

The *Komagata Maru* finally left Vancouver for Hong Kong, escorted for a short distance by the *Rainbow*.

# LABOUR DAY MESSAGES

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Claude Jodoin, President, Canadian Labour Congress

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As Canadians observe Labour Day, 1964, we stand at the gateway of what may well prove to be a new era.

Over the years this holiday has traditionally honoured those who labour. With the passing of the years, the meaning of the word "labour" has, itself, taken on new significance and new meaning. Many years ago "labour" was used particularly with regard to those whose contribution was largely through muscular effort. Such effort is, of course, still an essential part of many undertakings; but "labour" has gained a broader meaning and is applied to many forms of human effort. This tendency is rapidly being emphasized to an even greater degree by the introduction of new methods and techniques which reduce the drudgery of many tasks.

It has been assumed that every able-bodied person should contribute his or her share of "labour," in one form or another, to the welfare of society. We now seem to be entering an era in which this contribution from every individual may no longer be required. If this proves to be so, then mankind, and most particularly we in the more highly industrialized countries, will be faced with adjustments of the most sweeping nature.

During the past three or four years we have experienced changes that have been identified by many outstanding authorities as the first stage of this great social revolution. The new conditions we face have, for example, been reflected in our experience in Canada with unemployment.

The reduction in over-all unemployment that has taken place during the past year is to be welcomed by all; but beneath the lower total figures are some characteristics that provide cause for deep concern.

There has been a tendency toward longer periods of unemployment among many of those who are finding difficulty in getting jobs. In other words, the "hard core" of unemployed is becoming harder. The figures show a particularly sharp impact of unemployment on young people

and those lacking in skills. It seems obvious that young people entering the labour force are going to find the opportunities open to them increasingly limited and far more specialized than a few years ago. There are also great regional disparities in unemployment.

If these conditions are, as they have been interpreted, signs of a new period in which fewer workers will be required, then we must, without delay, adjust our thinking and planning to meet these changes.

Automation is already with us and is increasing at an amazing speed. It will inevitably grow at a much faster pace in the future and the effects of various forms of automation will be felt sharply in areas of employment that have so far been relatively untouched.

This is a great challenge facing our economy and facing all of us as Canadians. It is a challenge of which we in the organized labour movement have become extremely conscious, and there is a great awareness of the possible effects among many other groups in our society.

Organized labour is not opposed to automation. We are convinced that the new knowledge and skill which man is acquiring at such a staggering speed can be used for the good and welfare of all mankind. We feel, very strongly, that such advances can take on real meaning only when they are translated into human benefits. These benefits are not going to come automatically. Man's mechanical and scientific skill must be matched by a skill in applying this knowledge to human good.

This is the challenge and opportunity that confront us, not only as trade unionists but as Canadians. It is a challenge which is going to call for the best contribution from every section of society, working together. As trade unionists we might well dedicate ourselves on this Labour Day to assume our responsibilities in this connection so that labour's contribution in the future may be, as it has been in the past, toward the good of all mankind.



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## Jean Marchand, President, Confederation of National Trade Unions

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The trade union movement, which guides itself on values that are beyond petty interests of all kinds, can contribute considerably toward harmony and understanding between Canadians. At this particularly difficult moment of our national life, its role can be of major importance.

Whatever their language, ethnic origin or religion, all Canadians, generally speaking, desire a betterment of their lot, whether it be in the form of greater security, a more adequate income, better protection of public health, or a better education. We have, therefore, many aims in common to attain. These common interests should not make us forget the legitimate aspirations of groups who wish to protect the values which are theirs and which, ultimately, contribute to the originality of our country.

This is why the Canadian trade union movement must not only be the master of its own structures but also must guide itself in relation to the needs of the Canadian workers and those of the country as a whole. The economic life, whatever its importance, cannot be given an absolute priority and be allowed to subdue all the other values.

If the concerns of commerce and industry are mainly with production and efficiency, those of an organization like the trade union movement must be more human and broader in scope. This is why it must protect itself against external influences that ignore its problems.

The CNTU takes the opportunity, on the occasion of Labour Day, to extend its greetings to all Canadian workers and to assure them of its loyal support of their legitimate aims and aspirations.

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## J. A. Huneault, International Railway Brotherhoods

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Labour Day again reminds the workers of the world that another year of uneasy peace has prevailed and that the future, although somewhat obscure, appears to be brighter.

Organized labour, over the years, continues to voice its opinion on numerous subjects affecting its membership as well as the country and its people.

Government has recognized and accepted some of the proposals put forward by organized labour—for which we are grateful.

Transportation of wheat is of vital importance to the welfare of the railways and their workers. We view with anxiety the expansion of mechanization of railway operations and the efforts of the railways to abandon much of their lines. We see the aggravation of the unemployment situation

through that medium. This will cause more misery to the working people of Canada.

The important thing is that government, labour and management should recognize these factors in the changing environment which causes this human misery and plan for the future development. By careful planning, through the efforts of all segments of society, prosperity and happiness can be achieved. Full co-operation will be required by all.

The welfare of all Canadians is the chief objective of labour. As we have done in the past, we offer our fullest co-operation with government and employers in order that we may achieve the goal of bringing to the workers of Canada a measure of contentment.

This should be the objective for the coming year.

### OECD Issues Recommendation on Manpower Policy

The Organization for Economic Co-operation and Development Council has issued a formal Recommendation to member countries to re-examine their manpower policies and report back to the OECD within a year on the action taken to implement the Recommendation.

Canada participated actively in the drafting of the Recommendation by the OECD Manpower and Social Affairs Committee. George V. Haythorne, Deputy Minister of Labour, was vice-chairman of this committee during its earlier meetings. More recently, William R. Dymond, Assistant Deputy Minister, represented Canada.

"This Recommendation to member countries should be regarded as a serious gentlemen's agreement," said Thorkil Kristensen, Secretary-General of OECD. "Governments in our 21 member countries agree to take definite steps to improve their capacity for counteracting employment disturbances; these may come from automation, from competition through tariff reductions or from other changes in the conditions of production. We all hope that member countries will handle these matters in a progressive way and not by restrictive and protective measures that are detrimental to their neighbours.

"In high employment situations the task is to help workers to switch over to the most remunerative jobs and to reduce scarcity of labour in the most expansive sectors.

"In boom or recession all countries should be able to stimulate occupational retraining and the geographical mobility of labour and to facilitate social adjustment as well as the rational location of industries to utilize local labour surpluses.

"We want to make clear," Mr. Kristensen added, "that manpower policy should become extensive and efficient enough to be part of economic policy for steady economic growth. It should no longer be only a set of palliatives, giving a little help in acute cases of need."

The concrete measures that should be undertaken according to this Recommendation are described in a Report on Manpower Policy as a Means for the Promotion of Economic Growth, prepared by the OECD Manpower and Social Affairs Committee. The report underlines that these policies are "expansionist with regard to employment and production but anti-inflationary with regard to costs and prices." They should be developed in close consultation with management and labour organizations.

A program along the lines pointed out by the Committee would mean:

—A more comprehensive employment service, which can be utilized by employees and employers of all categories.

—More extensive and detailed preparation of preventive or remedial action against employment disturbances (advance warning of reduced demands for labour, blueprints for emergency works, etc.).

—Substantial enlargement of adult training facilities and reforms in the general education and training system to meet the rapidly changing needs of modern technology.

—Forecasting of future occupational requirements, to act as a guide for developing education and training programs.

—The introduction or reinforcement of specific means for encouraging desirable geographical mobility (e.g., resettlement allowances, special housing programs in expanding areas).

—More systematic support of industrial expansion in backward or depressed areas with development possibilities.

—The intensification of measures to make it easier for marginal groups (housewives, older workers, the handicapped) to take up and keep gainful occupation.

—The development of income security programs, such as unemployment and redundancy compensation and special adjustment allowances in order to promote the acceptance of economically progressive changes by those most immediately affected.

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The OECD Manpower and Social Affairs Committee has published a new report on "Manpower Policy and Programmes in the United States."

W. R. Dymond, Assistant Deputy Minister of Labour, was one of three OECD experts appointed to carry out the study, made with the co-operation of U.S. authorities.

The examiners studied the problems arising from a rapidly changing technology, the need for mobility and education, and the effects of racial discrimination on the labour force.

The report is in four parts: the OECD Manpower and Social Affairs Committee's recommendations, a statement by U.S. authorities, a report of the findings of the three OECD examiners, and a series of questions and answers by the examiners and the U.S. authorities.



The text of the Recommendation follows:

The Council

Having regard to Articles 1, 2 and 5(b) of the Convention on the Organization for Economic Co-operation and Development of 14th December, 1960,

Having regard to the attached Report of the Manpower and Social Affairs Committee of 19th March, 1964, on Manpower Policy as a Means for the Promotion of Economic Growth (hereinafter called the "Report"),

On the proposal of the Manpower and Social Affairs Committee,

I. APPROVES the Report.

II. RECOMMENDS that Member countries proceed—in the near future and as part of their development activities and their efforts to attain the growth target of the Organization—to a re-examination of their manpower policies in the light of the Report with a view to increasing their ability to solve employment problems created by technical and economic change.

III. RECOMMENDS that Member countries in carrying out this re-examination should undertake any appropriate consultations, particularly with management and labour organizations.

IV. REQUESTS Member countries to report to the Organization on action taken by them to implement this Recommendation, not later than by 30th June, 1965.

## 15 Ontario Employment Agencies Sign Fair Practices Agreement

The Ontario Human Rights Commission and the Association of Professional Placement Agencies and Consultants recently joined in pledging their "co-operation to the advancement of full and equal employment opportunity for all qualified workers irrespective of race, creed, colour, nationality, ancestry or place of origin."

The Declaration of Equal Employment Opportunity was signed by Hon. H. L. Rowntree, Q.C., Ontario Minister of Labour; Louis Fine, Chairman, the Ontario Human Rights Commission; and Mrs. M. Elizabeth Smith, Chairman of the Association of Professional Placement Agencies and Consultants.

To implement their pledge, the 15 members of the Association agreed to accept job orders from employers based solely on specifications of occupational fitness, and to refuse any job orders that are discriminatory. The classification and referral of applicants will be on the same basis.

## Shortening of Work Week Urged By CLC Executive Council

The Executive Council of the Canadian Labour Congress last month called for a progressive shortening of the work week and other measures to reduce unemployment. The Council was dealing with a number of resolutions referred to it by the fifth

constitutional convention held in Montreal in April (L.G., June, p. 464).

The proposal called for "appropriate adjustments in hourly rates to maintain the same take-home pay."

Provincial federations of labour will be asked to seek changes in provincial legislation to establish the eight-hour day, five-day week.

### Other Proposals

Other proposals were advanced for:

—Vacation minimums of two weeks after one year's service, three weeks after three years, and four weeks after 10 yrs., with a minimum of nine paid statutory holidays.

—A minimum wage of \$1.50 an hour.

—Legislation to prevent companies from contracting-out work to escape from the provisions of collective agreements.

—Establishment of the Municipal Winter Works Incentive Program on a permanent basis to permit municipalities to enter into long-range planning.

—A national policy to influence the retention and location of industries in areas of high unemployment and underdevelopment.

The Executive Council decided to set up a permanent secretariat, made up of economists and other specialists from the labour movement, to advise on economic problems. A special committee on labour-management relations and economic planning has also been established.

### Canada Pension Plan

Proposals were advanced for both the Canada Pension Plan and the present old age security pensions. The CLC wants all wage earners and self-employed included in the Canada Pension Plan. They want full portability regardless of employment or place of residence and full benefits at age 65, with provision for earlier retirement, without reduced benefits, for disability.

For the old age security plan now in effect, the CLC proposed the establishment of a benefit of \$75 a month payable at 65 years. It recommended that an escalator clause be provided to allow for increases in line with price rises.

## U.S. Report Summarizes Programs Of Social Security in 112 Countries

A summary of the principal social security provisions in all countries of the world, including Canada, is presented in a report published by the U.S. Department of Health, Education, and Welfare. The report is entitled *Social Security Programs Throughout the World, 1964*.

The material is presented in the form of a separate chart for each of the 112 countries covered. The greater part of the programs listed consist of social insurance programs, but certain related types of programs are also included.

The chart for each individual country contains five horizontal rows and extends across two pages. The rows correspond to the five main branches of social security: old age, invalidity, and survivor programs; sickness and maternity programs; work-injury programs; unemployment benefit programs; and family allowance programs.

### CLC Gives Scotton Responsibility For Federations and Councils

Clifford A. Scotton, Editor of the CLC's monthly magazine, *Canadian Labour*, will assume most of the responsibilities formerly held by Thomas B. Ward, who was recently appointed a member of the Unemployment Insurance Commission (L.G., July, p. 544).

Mr. Scotton's new duties will include liaison between the CLC and its chartered provincial federations and local labour councils. He will also become the Secretary-Treasurer of the Union Label Department.

Mr. Scotton joined the Canadian Labour Congress in 1959 as assistant director of public relations. He was appointed Editor of *Canadian Labour* in 1961.

### ARTEC Affiliates with CLC

The Association of Radio and Television Employees of Canada was accepted last month as an affiliate of the Canadian Labour Congress.

ARTEC, which represents 2,500 employees in broadcasting, will become a member of the CLC's Council of Broadcast Unions and will work in co-operation with other CLC unions in the broadcast field.

### Immigration Total in 1963 Increased 25 Per Cent from Number in 1962

The number of immigrants into Canada in 1963 increased by 25 per cent over 1962's total, the Department of Citizenship and Immigration reported last month. A total of 93,151 immigrants entered Canada in 1963, compared with 74,586 in the previous year.

Immigrants destined for the labour force numbered 45,866, or approximately 49.2 per cent of the total. Of these, 10,563 were in the manufacturing and mechanical category; 9,640 were classed as professional and managerial. Clerical and service were the next largest classes with 6,186 and 6,009 respectively.

Immigrants from the United Kingdom and Ireland numbered 25,193 and represented 27.1 per cent of the total. Other large groups came from Italy (14,427), the United States (11,736), and Germany (6,744).

### In Parliament Last Month

(page numbers refer to Hansard)

Bills of interest to labour passed during July included one to provide for the payment of allowances in respect of dependent youths between the ages of 16 and 18 years attending school or university, and one to facilitate the making of loans to students at a post-secondary school level.

On July 2, the Minister of National Health and Welfare introduced Bill C-108, a measure to provide for the payment of allowances of \$10 a month to parents in respect of dependent youths between the ages of 16 and 18 years who are maintained by their parents and are attending school or university or are prevented from attending by reason of disability (p. 4938). It was given second (p. 5169) and third reading (p. 5181) on July 7, and received the Royal Assent on July 16 (p. 5572).

On July 13, the Minister of Finance introduced Bill C-110, a measure to facilitate the making of loans, through the banks, to students at a post-secondary school level (p. 5364). Given second reading on July 20 (p. 5726) and third reading on July 24 (p. 5938), the bill received the Royal Assent on July 28 (p. 6089).

On July 29, the Minister of Transport denied that the Government had promised to pay a subsidy to the railways to permit them to meet the cost of the wage increases they had undertaken to pay in their recent agreement with their non-operating employees (p. 6123). "There was simply an undertaking at the end of six months to look at the situation to see what might be appropriate at that time," the Minister said.



# Impact and Implications of Office Automation

*Absence of layoffs attributable to office automation is no assurance that it will not curtail clerical employment in years ahead, says first of new Department of Labour series*

The absence in individual firms of substantial layoffs that can be attributed to the introduction of office automation should not be taken as assurance that electronic data processing (EDP) will not curtail clerical employment in the years that lie ahead. The fact of the matter may be that the effect of office automation on employment is hidden rather than open, it is asserted in Occasional Paper No. 1 (see box), *Impact and Implications of Office Automation*.

Most of the firms that have introduced EDP have avoided layoffs of employees, but their reliance on the attrition of their labour force through resignations, retirements, etc., may mean that the effect on employment will become apparent only when they come to the hiring of new employees.

"It seems quite clear that it will be the older worker, both male and female, in clerical supervisory and senior clerical positions who will have to bear the brunt of the negative impact of 'office automation' unless a determined, imaginative and flexible effort is mounted through counselling, placement, and retraining," says Dr. John C. McDonald, of the Economics and Research Branch, Department of Labour, author of the paper.

The paper gives a lengthy review of the progress of office automation and its apparent effects on the employment of clerical workers.

"The conclusion most often reached concerning the long-range employment effect of office automation is that clerical employment will continue to grow in the foreseeable future, but that the rate of expansion experienced in recent decades will not be sustained," the publication says.

Apart from automation's effect on the volume of employment, in its effect on the

kind of employment it is "bound to result in some upgrading in the occupational composition of the office," Dr. McDonald believes. But, he says, what is far from clear is the nature, extent and tempo of such an upgrading effect.

"If the era of the automatic office lies in the future, the office comprised only of interesting and challenging jobs, staffed by highly qualified and generously remunerated personnel, lies in the far distant future indeed."

A survey of research literature leads to the conclusion that electronic data processing will displace, in departments where it is introduced, between a third and three-quarters of those engaged in routine clerical occupations, the paper says. It is assumed that most, if not all of these will be transferred to other jobs in the same establishment.

But "it is at the level above the bulk of the routine clerical work force—the clerical supervisors and long-service personnel in senior clerical positions—that the problems introduced by electronic data processing are causing most serious concern . . ."

When the new system once comes into operation, there are two supervisors or senior clerks for each job that is left. The reason for this is not only that "the computer can handle large volumes of routine clerical processing at electronic speeds, but also because routine decision-making—which, together with discipline and training, has traditionally constituted the justification of the supervisory role—can now be programmed into the computer."

It was this fact that made the author think that it would be the older workers in supervisory and senior clerical positions who would bear the brunt of office automation.

*(Continued on page 661)*

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## Occasional Papers

The Economics and Research Branch has begun publication of a series of "occasional papers" containing the results of special technical or semi-technical studies, undertaken from time to time in the course of research carried out by the Branch, the complete results of which are not included in the Branch's regular series of reports.

The authors of these occasional papers will be exploring many aspects of their research findings and will assume responsibility for the statements made and opinions expressed; these should not be interpreted as official thinking or policy of the Department of Labour.

# McGill University's 15th Annual Industrial Relations Conference

*Causes of unemployment and measures necessary to reduce it to the minimum were discussed at conference, whose theme was "Manpower and Employment." Minister of Labour gives address*

The causes of unemployment and the measures that should be taken to reduce it to the minimum were discussed at the 15th annual conference of the McGill University Industrial Relations Centre, held in June. The theme of the conference was "Manpower and Employment."

Hon. Allan J. MacEachen, Minister of Labour, was the dinner speaker. J. P. Francis, Director of the Department's Economics and Research Branch, addressed the opening session.

At the following sessions, papers were presented by Pierre-Paul Proulx, recently appointed to the Department of Economics and Political Science at McGill; Dr. John H. G. Crispo, Professor of Industrial Relations, School of Business, University of Toronto; and Dr. Harry Johnson, Professor of Economics at the University of Chicago. Mr. Francis spoke on "The Unemployment Problem." Mr. Proulx delivered a paper on "The Structure of Unemployment in Canada." At the dinner, the Minister of Labour spoke on "Government Manpower and Employment Policy in Canada." Dr. Johnson gave an address on "Employment Theory and Public Policy in the North American Context."

The final session was a symposium at which a chairman and three specialists each presented some of his views on the conference theme.

## **The Minister of Labour**

The Government's employment policy is concerned mainly with the creation of employment opportunities, and is directed toward providing conditions favourable to a satisfactory rate of growth in employment in the private sector of the economy, Hon. Allan MacEachen, Minister of Labour, told the delegates in a speech given at the annual dinner.

Taking as his theme, "Government Manpower and Employment Policy in Canada," the Minister said that Government policy operated principally on the demand side of the labour market through fiscal and monetary policy aimed at promoting a high rate of long-term economic growth.

There were other means by which such growth could be stimulated, but he asserted

that in general the Government's economic and employment policies were "basically expansionist in character," and sought to promote growth not only in the country as a whole, but also in those regions that "have lagged behind the more fortunate parts of the country."

Mr. MacEachen distinguished between manpower policy and employment policy. The former he defined as being directed toward the effective development of the nation's manpower resources to meet the requirements of a growing economy, and toward helping the individual to develop his abilities to the full.

Employment policy, on the other hand, he described as being concerned with "the achievement of a high level of productive and freely chosen employment." The policy included the moderation, as far as possible, of cyclical and seasonal fluctuations in employment.

The Minister asserted that the Government's manpower policies were not "the piecing together of *ad hoc* and expedient solutions to a series of separate problems." In his department, research had played a significant part in the development of policies.

In formulating policy, labour, management and other interested groups, and the various advisory councils and committees were consulted. "It is vital that policies evolve out of the experience of those whom the policies affect intimately and who play . . . an important role in their implementation," the Minister said.

Policies in the field of manpower and employment must operate on both the demand and supply sides of the labour market. I note that you have had a paper on the so-called "Structural Controversy in the Canadian Context."

I want to emphasize at this point, and I would hope that my presentation of the policy of the government will bear this out, that government policy does not proceed, either in terms of its assumptions or in terms of its programs, on the basis that we are dealing simply with a problem of structural unemployment.

We do not believe that the level of unemployment can be reduced by simple policies which operate solely on the supply side of the labour market, although they make a contribution to the reduction of that portion of unemployment which results from structural causes.



The Minister then went on to speak of the policies of his own department, including those directed at moderating the seasonal swings in employment and unemployment; and manpower policies such as those concerning the technical and vocational training of youth, the adjustment of adult manpower to technological and economic change, the development of the National Employment Service, helping the physically, mentally and socially handicapped; and promoting growth and industrial development in the parts of the country that were lagging behind the rest of the country, such as the Atlantic provinces.

#### *Vocational and Technical Training*

Referring to the vocational and technical training of youth, Mr. MacEachen said that during the past three years the capital cost of training facilities developed under the federal-provincial technical and vocational training agreements had amounted to some \$564,000,000, of which the federal Government had contributed about 75 per cent.

This building program had involved the construction of 282 new schools and 191 major additions and alterations to existing schools. The program would provide places for some 155,000 students in secondary schools, technological institutes and trade schools.

Mr. MacEachen outlined the measures the Government had taken, and was taking, to provide training for adult workers:

—Arrange for upgrading employed workers in partnership with industry and provincial governments;

—Training of the unemployed under federal-provincial agreements, the federal Government paying 75 per cent of the cost of training and 90 per cent of the allowances paid to support those taking training. During the past year, almost 50,000 were trained under these programs. He said that the objective of the new Manpower Consultative Service of his Department would be to assist labour and management in more effectively meeting the manpower adjustment problems arising out of the increasing pace of automation and technological change.

"A good public employment service is the centerpiece of an efficiently functioning labour market," the Minister said, and the Government had decided to transfer the National Employment Service from the Unemployment Insurance Commission to the Department of Labour in order to "ensure its integration in an effective way with other relevant aspects of employment and manpower policy . . ." The Govern-

ment was also strengthening the NES by increasing its staff.

Part of the Government's manpower policy was to help those who were physically, mentally or socially handicapped, by providing "special facilities and assistance to help them to become as fully competitive as possible in a free labour market." Steps were also being taken to help the older workers who had difficulty in finding employment.

Mr. MacEachen then described the experimental program designed to help older workers who had been without employment for six months or more to secure employment along with on-the-job training. Under this program nearly 2,000 workers had been placed with individual firms across the country.

#### *Regional Unemployment*

Turning to the Government's policy on regional unemployment, the Minister said that its aim was "to bring job opportunities to the worker and to assist workers in depressed areas of the country to become competitive." It was not always desirable to move workers to jobs, nor was it socially or economically sound "to have highly unequal rates of economic development and progress in various parts of Canada."

For this reason, the Government had declared certain labour market areas, where incomes and productivity were low and unemployment and under-employment heavy, to be Designated Development Areas. To help these parts of the country, which took in about 10 per cent of the Canadian labour force, the Government had set up within the Department of Industry an Area Development Agency, and had provided certain taxation and other advantages to encourage industries to establish themselves in such areas.

"Looking at a larger lagging area of Canada, the Atlantic Provinces, the Government has set up an Atlantic Development Board, whose task will be to assist in the promotion of higher rates of growth, and to foster the development of employment in the region as a whole."

Recent developments in the Canadian labour market could justifiably lead to claims that the Government's manpower and employment policies had met with "an increasing measure of success," Mr. MacEachen said in reviewing the present position and the tasks ahead.

During the first quarter of 1964, there had been an almost-record gain in employment of 4.8 per cent compared with the corresponding 1963 period. In the United States, the gain had been 2.2 per cent.

"Since the last quarter of 1961, employment in Canada has increased by 10.2 per cent, which compares with 1.9 per cent in the United States. Our seasonally adjusted rate of unemployment reached a peak of 7.8 per cent in the first quarter of 1961 (U.S., 6.8 per cent). Since then, it has dropped by a full 3.1 percentage points to 4.7 per cent this April (U.S., 5.5 per cent)."

The average rate of 4.7 per cent, however, had wide variations in rates in different parts of the country, ranging from 3.2 per cent in Ontario and 3.4 per cent in the Prairie region to 5.0 per cent in the Pacific, 6.3 in Quebec and 8.2 per cent in the Atlantic region. One of the aims of Government policy was to reduce the level of unemployment still further, the Minister said, and as lower levels of unemployment were reached, a shift in policy might be necessary that would put more emphasis on regional industrial development and manpower policy to reduce the spread between unemployment rates in different regions.

In the rapidly expanding industrial areas of Ontario, Quebec and the Pacific Coast, shortages of certain kinds of skilled labour and professional workers were beginning to appear, and if these shortages increased, more would have to be done to promote the mobility of the unemployed and to train them to fill the increasing number of job vacancies.

A greater effort on the part of employers, unions and governments to improve the basic education of the long-term unemployed and to develop their skill would be necessary as the pool of unemployed shrank, leaving fewer persons who were capable of filling jobs without being trained for them.

#### **J. P. Francis**

Under-employment may be a greater problem than unemployment, in terms of the numbers involved, said J. P. Francis, Director of the Economics and Research Branch, Department of Labour, in an address on "The Unemployment Problem."

By under-employment he meant those "who are not working to the extent that they want to or who are in marginal types of employment where productivity and incomes are very low." This is a particularly important problem from the manpower point of view because valuable resources are being wasted.

Until recently, very little attention had been paid to this aspect of the employment problem because unemployment was such a pressing problem, Mr. Francis told the delegates, but in the future we will have to act on both problems, "because an

affluent society should not tolerate one any more than it does the other."

With the aid of charts, Mr. Francis showed some of the changes that have taken place in labour supply and demand since 1960 as a background against which to describe the present unemployment situation.

Unemployment is the joint product of two major problems, he said: a problem of inadequate demand, and a problem of the effectiveness with which the labour market handles the allocation and re-allocation tasks assigned to it when labour demand and/or supply changes. Both these aspects have been evident in the Canadian economy, which, since 1950, has gone through three full cycles of economic activity and is now well into a fourth.

The impact of these cycles on employment in the major non-agricultural industries varied considerably. Employment in durable goods manufacturing and in construction showed the greatest variation, both up and down. On the other hand, three industries—trade, finance, and service—showed no cyclical declines at all over this period.

#### *Labour Demand*

The changing character of the labour demand is further demonstrated by the fact that, in the current cyclical expansion, which started in March 1961, the greatest employment expansion has occurred, not in the durable goods manufacturing and construction industries, but in the service industry. Labour demand has been shifting from the goods-producing to the service-producing industries.

The labour market has been able to handle the re-allocation problems raised by this shift only to a "limited extent," because of the great differences in much of the employment offered by the two groups of industries, Mr. Francis told his audience.

The re-allocation task appears to be a simple one: the shifting of workers from industries that are declining to industries of continuing employment increases. But this is not so. For many reasons, many workers released by the declining industries remain unemployed while the needs of the expanding industries are met from other sources.

Many of the jobs in the service-producing industries, for example, require relatively high levels of education, involve working with people rather than things, and carry relatively low salary or wage levels. On the other hand, redundant workers in the goods-producing industries tend to have relatively low amounts of education and often no skills or obsolete ones.



An illustration is provided by the situation where a coal miner with less than Grade 8 education loses his job at a time when high school teachers are badly needed. The miner is not going to be able to fill the teaching vacancy.

With a perfectly functioning labour market, of course, the coal miner should find some other employment which utilizes his talents to a considerable extent, and through a succession or series of shifts a person with minimum qualifications for teaching would emerge and fill that job. Unfortunately, this complicated type of movement takes place rather slowly and imperfectly so that for considerable periods at least the coal miner will remain unemployed while the teaching job will remain unfilled.

Technological developments play an important part in changing the labour demand in the long run. The trend in recent years has been away from the "blue-collar" or production occupations to a great variety of "white-collar" or administrative and office workers, said the speaker.

In assessing these changing occupational requirements from the point of view of their significance for unemployment, it is important to know if they were primarily the result of the pull of demand or the push of changing supply conditions. If they were mainly induced by demand, then we might expect that many unemployed people would have been pulled back into employment as those with the required skills were re-employed or as other job openings became available to them as employed workers moved around in response to rising needs and earnings in the expanding occupational fields. On the other hand, if they were mainly the result of supply factors, then the impact on the existing pool of unemployed would be much smaller.

Not much is known yet about the role of demand and supply in the changes in occupational employment trends, Mr. Francis said. But a member of his Branch had found that over the past decade, the supply of persons for clerical positions was the dominant factor in the growth of that occupation. Of professional occupations, the growth in demand was the most important.

Employment growth can vary a great deal between regions and areas. And the differing rates of employment growth, combined with the size of the country, impose a very high geographical mobility requirement on the Canadian labour force. But the high economic and social costs of this kind of mobility, which are often overlooked, frustrate attempts to transfer workers from one part of the country to another.

Apart from cyclical and long-run shifts and changes in manpower requirements, seasonal swings in employment account for from one quarter to one third of Canadian unemployment over the course of the year, Mr. Francis said.

## *Labour Supply*

Labour supply is changing as well as demand. In the 1960's, large numbers of young people will be entering the labour force. They will have relatively high levels of education but little work experience. "Unless employment growth is substantial, these people are apt to experience relatively high rates of unemployment and pose a special kind of unemployment problem," predicted the speaker.

In the past decade, then, we have been experiencing changes in both the level and character of labour demand and supply, these changes have imposed on the labour market a tremendous task of allocating and re-allocating manpower, and unemployment has fluctuated, primarily because of the level of demand but also because of imbalances in labour supplies and imperfections in the operation of the labour market.

When looking at the unemployment that now exists in Canada, it is important to remember that the unemployed do not consist of a more or less unchanging group of people, Mr. Francis pointed out. On the contrary, it is a residual pool of workers which changes greatly even from one month to the next, although the kinds of workers that move into and out of this pool tend to bear many similar characteristics.

Unemployment rates are highest in industries where growth is slow and seasonal variations extensive. By far the highest incidence of unemployment is among the manual and primary occupational groups: these two groups accounted for 73 per cent of all the unemployed in 1963. And the unemployment rate for men is much greater than that for women.

Despite the increasing proportion of men and boys under 25 years of age who are attending school, the unemployment rate for this group is high. "One of the significant problems of the future may be that of ensuring that these relatively highly educated but inexperienced young people make the transition from school to work with as little unemployment as possible," Mr. Francis said.

## *The Unemployment Problem*

In view of this changing labour demand and supply and of the residual pool of unemployment, Mr. Francis described five aspects of the unemployment problem:

1. The basic unemployment problem, "a complex and difficult one," is to ensure that over-all economic activity is at a level which provides sufficient job opportunities of a productive kind for all those who want to work.

2. The problem of stimulating employment in those geographical areas and those times of the year that pools of unemployment accumulate, keeping always in mind the general efficiency of the economy.

3. The preparation of young people for a rapidly changing, technically complex and highly organized economy.

4. The stepping-up of the means which are available to permit the employed labour force to make the occupational and skill adjustments which our dynamic economy requires.

5. The need for labour mobility. Labour market policies can help to increase the mobility of the labour force and overcome regional pools of unemployed.

The unemployment problem, then, is a many-sided one, the solution to which . . . involves the stimulation of employment, the development of manpower resources, and aids to the operation of the labour market. The relative importance of these types of action can vary from time to time, with labour market policies becoming particularly important in those periods when the economy moves toward full employment. On these occasions, labour shortages can begin to create bottlenecks even when unemployment is still generally high.

Over the past ten years the economy has moved toward what might be regarded as a full employment position on two occasions, in 1956 and at present. On both of these occasions, we had the situation where specific labour shortages developed considerably before rates of unemployment reached socially acceptable levels. At present, for example, we seem to be moving into a period when unemployment, although declining, is still above 4 per cent on a seasonally adjusted basis, while labour shortages are starting to appear. The importance of facilitating the mobility, in the broadest sense of that word, of existing labour supplies in this kind of a situation is abundantly clear.

It was here that Mr. Francis sounded the warning that in the quest for high levels of employment and productivity, the problem of under-employment should not be overlooked.

### Discussion

In the course of the discussion that followed his address, Mr. Francis said, with reference to immigration, that he would be inclined to support certain types of immigration as long as it did not interfere with young people's chances of getting work, but that immigration ought not to be a substitute for training.

A delegate asked why rates in the industry had more affect on wage movements than the local employment situation did. How much of this inflexibility of wages was due to collective bargaining? he asked. Mr. Francis said he thought that collective bargaining was only the framework within which wages were set rather than the reason for their being set at a certain level.

Prof. Harry Johnson thought that the fixing of wages on a national basis through collective bargaining introduced distortion and contributed to immobility of labour. Mr. Francis suggested that collective bargaining on a national scale was not very important in Canada. But an expert on industrial relations who was in the audience disagreed with this view, citing the pulp and paper, steel and other industries as instances in which national bargaining prevailed.

### Pierre-Paul Proulx

"The federal authorities now have no significant new reason for being concerned with structural unemployment," said Pierre-Paul Proulx at the close of his paper on "The Structure of Unemployment in Canada."

"Individuals have always existed who have had the wrong skills, ages and sex; and they have always lived in regions which suffer from relative disadvantages for many reasons."

This was the general conclusion he drew from his recently completed study of structural unemployment in Canada. Mr. Proulx, who has been preparing his doctoral thesis at Princeton University since 1961, is shortly to join the Department of Economics and Political Science at McGill University.

Mr. Proulx's paper was devoted to a definition and description of structural unemployment, an explanation of the conclusions he drew from it.

There was still a difference of opinion about the causes of recent unemployment in Canada, he said, and in particular about how much of it was to be attributed to inadequate aggregate demand and how much to structural causes.

He defined inadequate demand as a total expenditure on goods and services that was insufficient to give rise to full employment.

"Structural unemployment is usually taken to mean long-lasting unemployment due to a mismatching between the education, training, skills, locations, age, sex and other characteristics of work seekers, and the requirements of employers," he said.

Depending on whether the unemployment being dealt with was considered to be of the structural or deficient-demand type, the alternative cures were either selective or non-selective, Mr. Proulx said.

The selective policies are all aimed at restricted and particular unemployment problems. Examples of such policies are: general education, vocational education, apprenticeship programs, retraining of the unemployed, labour market information and placement services, programs to assist geographical mobility



of labour, and selective fiscal expenditure and tax policies to strengthen the economic base of depressed communities.

The non-selective policies are primarily concerned with the level, and not the structure of unemployment. They include general tax cuts and monetary policy, for example.

Mr. Proulx said that he would not try to make any direct estimate of the magnitude of structural unemployment in Canada at any particular time, but rather would try to find out whether there had been any change in its extent or direction.

### *Variety of Structures*

The difficulty of measuring structural unemployment was complicated by the variety of structures—by region, by industry, by occupation, by sex, by age, etc.—and by the way in which unemployment in them varied with changes in the general level of unemployment.

As an example, the speaker referred to unemployment in the Maritimes. "Even at low over-all levels of national unemployment, workers in the Atlantic provinces, workers in the forestry, fishing and trapping industries, labourers, workers in the 14-19 age group, etc., have always had unemployment rates two, three, and more times as high as the national average unemployment rate."

Anyone examining unemployment rates by region, industry, etc., will notice that any change in the over-all level of unemployment causes unemployment to change more in the Atlantic region than in the Prairie region; more in the forestry, fishing and trapping industries than in the service industry; more for unskilled labourers than for office and professional workers, etc.

"A doubling of the national unemployment rate has always been accompanied by more than double changes in certain regions and industries, and less than double changes in other regions and industries . . ."

### *Unemployment by Region*

His analysis of unemployment by region was based on the DBS monthly *Labour Force Survey's* division of the country into five regions: Atlantic, Quebec, Ontario, Prairie, and Pacific.

At any one national level of unemployment, Mr. Proulx said, the Atlantic region had consistently experienced the highest level, with British Columbia and Quebec alternating in second and third place, Ontario in fourth, and the Prairie region in fifth place.

"Any increase or decrease in the national unemployment rate causes unemployment to rise and fall at different rates in the regions of Canada."

### *Unemployment by Industry*

Data given in the *Labour Force Survey* show that unemployment rates in eight selected groups of industries rise and fall at different rates as the over-all level of unemployment varies.

A rise or fall in the national unemployment rate causes unemployment to rise and fall more rapidly in the forestry, fishing and trapping industry than in the construction industry. Similarly, any change in the national level of unemployment causes unemployment rates to rise and fall more in the construction industry than in the mining and quarrying industry, which in turn experiences more pronounced changes in unemployment than does the manufacturing industry, where, in turn, unemployment rises and falls more than in transportation and public utilities, where in turn unemployment rises and falls more than in trade, where finally unemployment rises or falls more than in the service industries . . .

The unemployment rates of 29 per cent in forestry, fishing and trapping, and 21 per cent in construction in 1961, for example, did not result from more structural unemployment in these industries, but were to be expected because of the high over-all levels of unemployment that existed in 1961.

### *Unemployment by Occupation*

Unemployment rates in seven groups of occupations for which data are provided by the *Labour Force Survey* also rise and fall at different rates as the over-all level of unemployment varies.

The general conclusion the speaker drew from his study of unemployment by occupation was that the changes in the over-all unemployment rate provide the major explanation of the uneven changes in unemployment rates by occupation, and that "we now have no grounds for greater concern about shortages of workers in specific occupations at low levels of over-all unemployment than we had previously.

"This conclusion does not imply that we should be satisfied with the way specific occupational unemployment rates vary as the over-all level of unemployment varies, or that we should do nothing to alleviate the shortages of workers in specific occupations as the over-all unemployment rate becomes low."

### *Unemployment by Age Group*

The unemployment rate for teen-agers has always been the highest of any age group and it rises and falls more than the average rate as the general level of unemployment rises and falls, Mr. Proulx pointed out.

"We can therefore conclude that there has been no change in the age structure of

unemployment at equal over-all levels of unemployment."

Referring to the increase in the percentage of unemployed seeking work for long periods, Mr. Proulx found reason to believe that this fact did not, in itself, mean that more of the unemployed were unemployable. "The increase in long-term unemployment may simply mean that jobs were harder to get for everyone, not that there is a special class of long-term unemployed which is increasing in number. In other words, any increase in the over-all level of unemployment is bound to mean that more people will be seeking work for longer periods of time."

In concluding, he said his analysis suggested that the main reason for the controversy about whether the magnitude of structural unemployment had changed was "the fact that it was not fully realized that the structure of unemployment varies as the over-all level of unemployment varies."

His study indicated that there had been no change in the structure of unemployment by industry, by occupation, or by age group that cannot be explained by the fact that the over-all level of unemployment also changed.

#### **Dr. John H. G. Crispo**

In the argument between those who say that a deficiency of general demand is the main cause of large-scale unemployment and those who say that imperfections in the working of the labour market (structural difficulties) are responsible, there was something to be said on both sides, Dr. John Crispo told the conference.

In his paper on "Manpower Training Implications," Dr. Crispo, who is Assistant Professor of Industrial Relations at the School of Business of the University of Toronto, advocated a middle course between the measures for producing full employment proposed by the "generalists" and those proposed by the "structuralists."

He agreed that the "generalists" were right in saying that the dimensions of the structural problem diminished significantly when the economy was booming and the labour force in general was approaching full employment. But he held that methods of direct attack on the question of the unemployment of particular groups of people were necessary.

To neglect these, he argued, and to rely entirely on "keynesian full-employment policies" would mean asking more of such policies than they could be expected to accomplish "without unleashing unwanted inflationary forces."

Taking the unemployment situation in the Maritimes as an illustration, the speaker said that to try to reduce unemployment in that part of the country to a tolerable level solely by stimulating aggregate demand indiscriminately across Canada would amount to a form of economic lunacy.

Except in unusual situations neither the extreme generalist nor his counterpart in the structuralist camp should be paid any heed. What is required is a balanced program which is flexible enough to be geared to the varying mixtures of general demand and labour market deficiencies which appear in the economy from time to time. Otherwise there will be a tendency to ignore one set of policies and expect too much from the other.

#### *Education and Training*

Dr. Crispo then went on to explain his ideas on education and training as a means of preparing young people for the labour market.

One of the main difficulties in deciding what kind of education should be given to young people, he said, was that it was almost impossible to forecast with any certainty "what is likely to happen to the job content of particular occupations, let alone the changing requirements of the labour force as a whole." It might be premature to say that workers would have to change their occupations at least two or three times in a lifetime, but it was clear that the trend was in that direction.

The safest assumption was that the labour market would call for more and more skill in continually changing variety. For this reason, the schools must aim at giving students a strong foundation of general knowledge on which they could later build up the special skill or kinds of skill that the labour market required.

"This means that premature specialization must be avoided whenever possible" in order that students may have the time to devote to general education that will make them flexible and adaptable enough to respond to the changing demands they are likely to run into during their work careers.

Only students who were incapable of adapting themselves to this kind of education should be encouraged to depart from it, and everything possible should be done to hold pupils in school. What was needed more than anything else was "a sufficient range of courses to meet the varying interests, abilities, aptitudes and attitudes of the student population."

The authorities who decide educational policy wished for more vocational options in the high schools; but there was the fear that many jurisdictions may have moved too far and too fast.



The wish to take advantage of "the federal Government's largess in this field" might have led provincial and local officials to make hasty decisions that were not favourable to the wise spending of money. But because of the neglect of vocational education facilities in the past, outright wastage no doubt had been held to a minimum, he said.

Prof. Crispo here emphasized the point that although the principle of offering more alternatives to students in high schools was good, this did not necessarily mean that the answer lay entirely in adding to the number of vocational options.

"What may be needed in the academic courses is a series of classes in each subject into which individual students would be placed in accordance with their qualifications in that specific field. What this would mean in practice is that a student might be in a top class for some subjects, an intermediate class for others, and so on."

This plan, the speaker thought, by holding more students in the straight academic programs for longer periods, would enable them to acquire a sounder grounding upon which to base their later more-vocationally-oriented training.

Such a change, however, would require the modification of the entrance standards of our post-secondary-school institutions. Universities would have to give more weight to those high school subjects that were essential in the particular course of study chosen by the student. Instead of continually raising the standard required for matriculation, or in special university entrance examinations, universities should consider ways of varying their requirements according to what was needed in particular courses.

This would not only prevent students from getting into courses for which they were ill-qualified, but it would also help to ensure that those who were promising in certain ways were not prevented from following their bent because they happened to be weak in one or two non-essential subjects.

#### *Vocational Options*

But however important this change might be, it would in no way obviate the necessity for strengthening the vocational options in the high schools. If the main object was to keep students in school for as long as they were able to absorb useful knowledge, such options must be provided for those "who by reason of ability or inclination respond more positively to a combination of academic and vocational education than to a straight academic curriculum."

The mere duplication of the limited range of workshops traditionally added to our high schools, however, might have the effect of flooding the labour market during the next few years with potential carpenters, draftsmen, etc. But a more fundamental criticism was that the vocational options were not providing students with broad enough occupational training. The answer would seem to lie in placing more emphasis on training "families of occupations" rather than in particular occupations within those families.

Taking the trowel trades as an example, Dr. Crispo suggested that youths should be given general training in these trades rather than in "one of their specialized offshoots." This would not only help them to choose their specialty, but also would make it easier for them later to transfer from one of the trowel trades to another if the need should arise.

For most entrants into the labour force, however, a degree of specialized training was desirable, if not essential. Some kind of specialized training should be provided for those who lacked the desire or ability to finish, or go beyond secondary school.

But even then, the high schools could hardly be expected to turn out finished products. "This normally requires more on-the-job training than the schools can possibly provide.

#### *Employer's Responsibilities*

"At some point, therefore, the employer must take on certain responsibilities. Either in the form of formal apprenticeship programs or as informal on-the-job training, the employer has an obligation to complete the training of those he hires from the secondary school if he hopes to derive full value from them."

After many years of neglect, large employers in this country were beginning to realize this, but they were running into the same difficulties that had plagued the small firms, and they sometimes found it uneconomical to give the type of training they knew was needed. "This is why post-secondary-school education and training institutions are assuming more and more importance in this country."

The speaker suggested that it might sometimes be economical to pay well-equipped firms to allow their facilities to be used for training purposes. And he suggested exploration of the idea that trade associations might undertake training.

The lack of suitable vocational counselling facilities was deplored by the speaker. As the number of choices open to students

increased, it was obvious that they and their parents needed more advice and counsel, and the lack of this would result in costly mistakes and drop-outs.

Instead of washing their hands of drop-outs, the schools should be trying to win them back. To do so would require the provision of special classes, and even entire special schools, since the drop-outs would probably be unwilling to re-enter classes along with those two or three years younger than themselves. The expense this would entail would be smaller than the social expenditures that would be required if these people were to become welfare charges, along with their dependents.

### *Training of Adults*

Turning to the question of retraining those already in the labour force, "little less important than the training of youth," Dr. Crispo contended that a large part of the Canadian labour force clearly lacked the basic education needed to enable them to benefit from training or retraining in the more demanding skilled trades and technical occupations.

Programs 4 and 5 of the Federal-Provincial Technical and Vocational Training Agreement, under which provision was made for this kind of training, could play an important part, and they merited more support than they had so far received, the speaker said. Under Program 4 (Training in Co-operation with Industry) little had been done except for the Leaside pilot project (L.G., Feb. 1963, p. 108).

The speaker thought that the traditional attitude of employers to in-plant training was largely responsible for failure to take advantage of this program. "Most employers have been hesitant about engaging in any form of training from which they could not expect some immediate pay-off. Only when employers realize that their human capital is just as vital to the success of their enterprises as their material investment is their attitude likely to change," he said.

Another consideration that might have caused some employers to be wary about taking up this plan was the probable effect on union-management relations. When a union was involved it was likely to demand a part in deciding who was to benefit from an upgrading program, and perhaps a voice in other parts of the undertaking as well.

Where jobs might eventually be at stake, the union would naturally tend to insist on preference for the senior workers. For the employer to agree to this would be to risk upgrading workers who might be retired shortly afterwards.

In such cases, the speaker suggested that a guarantee of early retirement on full or partial pension for those rendered redundant might reconcile the union to the passing-over of senior workers for upgrading purposes. "Since the cost of any such concession might be too great for the individual employer to bear, this might be an appropriate point at which to introduce some kind of special government subsidy," he said.

"Whenever it can be shown to be more economical to pension off senior employees as casualties of economic progress and concentrate on upgrading, training and retraining junior employees, we should not hesitate to offer subsidies for this purpose. Before this was done, however, a careful calculation of the total costs involved—both private and social—would have to be made . . ."

Apart from any such arrangement, Dr. Crispo suggested that there was room here for give and take between labour and management, and this might not be possible "unless both sides are willing to take a more liberal approach to the structuring of seniority units, and unions are willing to accept more emphasis on ability to learn, as opposed to ability to do, when it comes to the shifting about of employees in response to new work requirements."

Ultimately, much would depend on management's willingness to adopt more enlightened and far-sighted manpower training and development policies. It was understandable that small firms should be content to leave the job of improving the quality of our labour force to others, but we could not allow our larger enterprises to adopt such an attitude.

The speaker remarked that the federal Government's new Manpower Consultative Service might help in directing the attention of management and unions to the part they should play in training in industry.

### *Training of Unemployed*

Program 4 and Program 5 (Training of the Unemployed) should complement each other more fully than was generally understood to be necessary. Superficially, it would seem that the answer to the existence of heavy unemployment of the unskilled and semi-skilled alongside shortages of some kinds of skilled workers would be to train the unskilled to fill the skilled jobs. But comparatively few of the unemployed had enough formal education, or were willing to spend enough time to make such a jump.

Although Program 5 should not be precluded from offering skilled training for those unemployed who could benefit by it,



"most of its efforts should be concentrated on the more modest goal of providing the unemployed with a better base from which to begin their climb up the occupational ladder . . . . The main purpose should be to raise his general calibre to the point where employers will be willing to take him in at one of their normal intake levels."

The difficulty was that this would work only if employers so arranged their in-plant training programs as to ensure a steady upward movement in the ranks of their employees, thus continuing to provide openings for newcomers with enough basic knowledge to take advantage of the opportunities that offered. Thus, unless Program 4 and various kinds of in-plant training programs were functioning effectively, it would be difficult for Program 5 to do so.

### **Dr. Harry G. Johnson**

The view that unemployment is mainly caused by insufficient aggregate demand received strong support from Dr. Harry Johnson of the University of Chicago in his address on "Employment Theory and Public Policy in the North American Context."

Dr Johnson is a native of the Maritimes and gained his first teaching experience at St. Francis Xavier University. He is now Professor of Economics at the University of Chicago.

He was sceptical of the wisdom of the federal Government's piecemeal method of attacking unemployment, based on the idea that "structural" maladjustments are an important cause.

He criticized the Government's readiness to spend money in various programs for relieving unemployment without making any systematic attempt to find out beforehand whether the expenditure was likely to be justified.

In a brief review of the fiscal and monetary policies pursued by governments in North America since World War II, the speaker said that in the earlier part of the period it had been assumed that the principal danger was of economic depression. There had also been the aim of keeping interest rates low in order to help the cause of government financing. It had been supposed that it was better to have too much demand than too little. The result had been inflation.

In the reaction that followed, the emphasis had been on avoiding inflation; and the measures that had been taken to that end had resulted in a slowing down of the economy. Dr. Johnson contended that governments were still labouring under the

fear of inflation that had been built up as a result of the mistaken policies of the earlier postwar period.

Before Keynesian theories of full employment had been tested, it had been assumed that full employment would be reached at the level at which prices were stable, and that full employment would be a condition of price stability. The possibility of a conflict between price stability and full employment had been overlooked.

It had turned out, however, that there was such a conflict; and he thought that the view now was that a choice had to be made between full employment and inflation. It had been shown that as the rate of employment increased there was also an increase in the pressure on prices.

This conflict had resulted in what was looked upon as choice between two moralities; between avoiding, on the one side, the evil of depression with people out of work, and, on the other, the evil of robbing long-term creditors and people with fixed incomes.

There had been a failure, Dr. Johnson contended, to recognize that the market does adjust itself to inflation through the general level of interest rates. After the initial robbery of holders of fixed-income securities in the period before 1950, interest rates had risen enough to compensate holders of such securities for the inroads of inflation, he argued.

Now, it was not a choice between moralities, but between policies; and attempts had been made to calculate the losses produced by a policy of monetary stability, on the one side, and those produced by an inflationary, full-employment policy on the other.

### *Another Approach*

This conflict had led to another approach, namely that of trying to improve the economic system in such a way as to reduce unemployment while at the same time maintaining price stability.

One approach was based on the idea that the monopoly power of big unions and big business was responsible for rising wages and prices, and that the power of these monopolies should be curtailed. Another method was that of appealing to the self-interest of labour and management to induce the two parties to refrain from raising wages and prices.

But wages and prices were not controlled by monopolies, Prof. Johnson said. Rises in wages and prices outside the area they controlled would defeat any efforts they could make, and would therefore defeat the appeal approach. No one has yet shown

that there is an easy way out of the dilemma of high unemployment or rising prices, he said.

He was not happy about the idea that it was the duty of governments to foster economic growth. He thought that the idea was the outcome of political rivalry and of the wish to distract attention from the failures of government policy in the 1950's. He doubted how far governments could assume responsibility for economic growth unless they knew more about what induces such growth.

He held that the case for tax incentives aimed at stimulating growth rested on evidence that had not been proved. Such incentives amounted to subsidies for some people who might have no particular claim to them.

Passing on to the question of fixed versus variable exchange rates, the speaker outlined the difficulties connected with both types. The theory that emerged was complicated, he said. With a fixed exchange rate the necessity for keeping costs and prices competitive with those of foreign industry might act as a restraint on a full-employment policy. With a floating rate, on the other hand, there was no such direct restraint of that kind, but difficulties of other kinds might develop.

The early postwar period before 1957 had been one of European reconstruction and dollar shortage; the second period since 1957, one of European recovery and dollar glut (or over-valuation). In the first period, Prof. Johnson said, wages and prices in North America had got out of hand, and in the second, monetary restraint had been too tight.

In both Canada and the United States, opinion had been caught unprepared for the change in the conditions of world trade, which involved substantial shifts in North American policy. In the United States a change of budgetary policy had been a slow process owing to the prevailing popular dislike of budget deficits. The result had been a long period of heavy unemployment.

#### *U.S. Record Better*

The United States, however, in Prof. Johnson's view, had had a better record than Canada. There had been more confusion of ideas in Canada, and more desire to find new explanations for unemployment in order to relieve the Government of responsibility for dealing with the problem of inadequate demand.

Prospects in both countries had improved, but in Canada the improvement was due more to good luck than to good policy. The forced devaluation of the dollar had helped,

as had recent sales of wheat to the Soviet Union and China. The speaker thought that there had been a serious degradation in the functioning of the federal Government in Canada.

He found the Government's *ad hoc* approach to manpower problems disturbing. It was using its resources in ways that produced small results but serious dislocations. As an example, Prof. Johnson said that the Government's plan for encouraging the export of automobile parts by offering a rebate on imports, the idea being that this would provide more employment, amounted to a 44-per-cent subsidy on wage costs in the industry when other industries were not so favoured.

The real question, he said, was how much return the Government was getting from the money it was spending on its various programs. Regarding winter employment programs, he said it might be expected that persons whose work was by its nature seasonal would be paid enough extra to compensate them for their seasonal layoff. But when these people were paid unemployment insurance benefit it amounted to a public subsidy to these trades, and this might be expected to draw more labour into them than was needed. The Government's winter employment policy, he argued, tended to offset one set of distortions by producing another.

The speaker criticized the type of statistics that had been cited by the Minister of Labour the day before as evidence of the success of the Government's employment policies, and he again insisted on the need for a searching analysis to find out how much real return the taxpayer was getting for his money.

#### **Discussion**

In the question-and-answer period that followed Prof. Johnson's address, he enlarged on some of his points. He said that the Department of Labour was the only federal department that had been following a full-employment policy, and since it had had only certain instruments of labour policy to use, it was natural for it to use them.

But he thought that having embarked on certain programs it might have to keep on with them. The raising of minimum labour standards, for instance, might be found to have raised a conflict between the higher standards and the subsequent need to raise the standard of training to match them.

Regarding seasonal unemployment, he suggested that it might be better to put up with this type of unemployment than to



spend money in trying to keep people employed. This view was challenged by a delegate who contended that there were other considerations to be taken into account besides cost. Other values might justify the spending of money, even if it could not be justified on economic grounds, he said.

Prof. Johnson thought that there was a tendency to apply what were regarded as social values in a rather irrational way. If such values were to be recognized, it might be less costly to do so in other ways than by using uneconomic measures to create employment.

When a delegate suggested that rather than pension off workers who could not find employment it might be better to provide them with sheltered employment, Prof. Johnson said that a scientific approach should avoid the tendency to decide questions according to individual feelings. He thought that sheltered employment would provide a lot of unnecessary jobs.

If some people could not be trained for regular employment, the alternative of providing them with income rather than jobs should be considered. When a delegate suggested that income might not be a substitute for jobs, Prof. Johnson remarked that it was the practice to force people to retire at a certain age.

### **Symposium**

At a symposium on the final afternoon of the conference, a chairman and a three-member panel made brief comments on the preceding discussions.

The symposium bore the title "View-points," and the chairman was Hon. Eric Kierans, Minister of Revenue of the Province of Quebec. Dr. Harry Crowe, Research Director of the Canadian Brotherhood of Railway, Transport and General Workers, represented a labour view; Robert Moyse, formerly of the Department of Finance, Ottawa, and now an official of the Aluminum Company of Canada, represented a management view; and Dr. Arthur J. R. Smith, Director of Research of the Private Planning Association of Canada, represented an economist's view.

### **Hon. Eric Kierans**

An attack on the federal Government's monetary and fiscal policies as being the cause of Quebec's need for federal "hand-outs" was made by Mr. Kierans. He contended that Quebec had the brains, skill and natural resources it required for its economic development, but the federal Government's policy of balanced budgets and tight money stood in its way.

Quebec, which had no direct control over monetary policy, was not at all concerned with balancing the budget, but was looking only at the effects of budget policy in creating demand and employment. If equalization payments were the only solution Ottawa had, the cost of such "handouts" would go up. In any case, Quebec was tired of hand-outs, and more generous ones would not solve the problems of the province.

The speaker denied that the policy of budget deficits and easier money would lead to unchecked inflation. To prevent this, reliance should be placed on a freer trade policy and a flexible exchange rate. But Mr. Kierans said he doubted whether the federal Government had "the guts" to put into effect the economic policy necessary to create full employment and to save Confederation.

### **Dr. Harry Crowe**

Responsibility for full employment lay with the federal Government, but the Government was hampered by its concern with providing a defence against a non-existing danger of inflation, Dr. Crowe said.

It seemed to the layman that in the Government's manpower policy there was confusion between a series of objectives, and this procession of objectives seemed to have the support of upper civil servants, he asserted.

Dr. Crowe thought that the removal of tariffs between Canada and the United States would be desirable, and he suggested the removal of the bulk of the tariff wall between the two countries as an objective for Canada's centennial.

### **Robert Moyse**

In presenting a management view, Robert Moyse supported the opinion that the Government should pursue a policy of promoting sufficient aggregate demand. Some structural unemployment problems were partly the result of inadequate demand.

With full employment, there would be an improvement in the attitude of the unions toward technological change and an improvement in labour mobility.

Referring to regional problems, Mr. Moyse said he doubted how effective a "macro" economic policy could be in a country like Canada. In economic matters the whole responsibility could not be laid on the federal Government. He could not conceive how 11 provinces could be got to agree on a co-ordinated macro economic policy.

Mr. Moyse suggested that a basic education of at least Grade 9 or 10 standard was needed to enable employees to profit by in-plant training. A broader education, rather than more specialization, was needed. He agreed that industry had some responsibility, but he contended that education was mainly a community responsibility.

Mr. Moyse said he could not see how we could have full employment without a flourishing export trade, and in order to have a flourishing export trade we must keep competitive.

#### Dr. Arthur J. R. Smith

The importance of not only full but also of efficient employment was emphasized by Dr. Smith.

A significant feature in Canada during the past three years had been a quite considerable reduction in total unemployment, greater than in the United States. But we had done less well than the U.S. in the matter of productivity.

Productivity measurements suggested that Canada's record over the past six or seven

years had shown the slowest growth of productivity of any industrial nation, and the slowest compared with our own past record. This slow growth in productivity had occurred in spite of enormous capital investments in the recent past that should have resulted in a rapid increase in productivity, but which had not yet shown any significant "payoff".

The shift of resources from agriculture to industry also had not shown up in productivity gains as much as would have been expected. Dr. Smith thought, however, that these things had provided the basis for a rapid increase in productivity during the next decade.

As employment became fuller the appearance of bottlenecks and tensions were to be expected, but the speaker saw no evidence of serious problems of this kind as yet. He thought, however, that there might be some cause for concern about the danger that we were moving toward a period of inflationary pressures and unduly low levels of unemployment.

## Royal Commission on Health Services

*In first volume of report, Commission recommends development of comprehensive health services program, available to all, regardless of age, condition, residence, or ability to pay*

The development of a comprehensive health services program available to all Canadians regardless of age, condition, place of residence or ability to pay is recommended in the first volume of the report of the Royal Commission on Health Services, which was published at the end of June. The report contains 200 recommendations.

The Commission was headed by Mr. Justice E. M. Hall, of the Supreme Court of Canada, who at the time he was appointed chairman of the Commission in June 1961 was Chief Justice of Saskatchewan.

The Commission appended to its report a "Health Charter for Canadians," which declared that "the achievement of the highest possible health standards for all our people must become a primary objective of national policy and a cohesive factor contributing to national unity, involving individual and community responsibilities and actions. This objective can best be achieved through a comprehensive, universal Health Services Program for the Canadian people."

The program proposed in the report is to cover not only medical care, but the whole range of personal health services, including provision of prescribed drugs, dental and optical services for children, organized care of crippled and retarded children, and prosthetic and home care programs.

To provide for the training of the professional persons needed to carry out the program, the establishment of new medical, dental and nursing schools is recommended.

The Commission advised that in providing services for treatment, any distinction between physical and mental illness "and the attitudes upon which these discriminations are based, be disavowed for all time as unworthy and unscientific."

Defining the meaning of the expression, "a comprehensive, universal health service program," the Health Charter says:

"Comprehensive" includes all health services, preventive, diagnostic, curative and rehabilitative, that modern medical and other sciences can provide; "universal" means that adequate health services shall be available to all Canadians wherever they reside and whatever their



financial resources may be, within the limitations imposed by geographic factors; "Health Services Program" consists of legislative enactments and administrative arrangements to organize comprehensive universal health care, including prepayment arrangements for financial personal health services introduced in stages . . . .

### Cost of Proposed Scheme

In referring to the cost of the proposed scheme the report contends that Canada can afford the price that must be paid. The Commission reckons that during the 30-year period 1961-91, the gross national product (in constant 1957 dollars) will increase almost fourfold to \$133 billion, while the population will barely double to 35 million.

Consequently, the Commission contends that the proposed increase in per capita expenditure on health services that its plans will involve will not encroach upon a greater share of gross national expenditure than it did in 1961, within a range of 1 to 1.5 percentage points.

The Commission recognizes that the primary responsibility for health services and for the staging, scope and administration of health programs rests with the provincial governments, but it says that financial assistance will have to be given by the federal Government. It recommends that the latter's contribution be about 50 per cent, and that the cost of hospital care for patients in mental and tuberculosis institutions be shared under the Hospital Insurance and Diagnostic Services Act.

The report recommends that the right to determine the order of priority of each service and the timing of its introduction be exercised by the provinces. In the case of medical services, the Commissioners recommend that benefits under the program shall not be paid until two or more provinces containing half the population of Canada have entered into an agreement with the federal Government to provide such benefits, and the provincial laws relating to it have come into force.

Retarded and crippled children should be given high priority in any health services program, the Commission says, and the provision of prosthetic devices (artificial limbs, teeth, etc.) should no longer depend on charity, but should be supplied as of right when needed. This would apply to adults as well as children.

The report recommends a new program in children's dental care that will ultimately provide all necessary dental services for children up to the age of 18. To help to meet the difficulty presented by the present shortage of dentists, the introduction of a

new profession to be called "dental auxiliaries" is recommended. These auxiliaries would be young women who, after two years post-high school training, will staff the children's program under the supervision of dentists.

The Commission recommends also that, in view of the reduction in dental disease to be expected from a fluoridation program, every community water system shall be fluoridized.

All children under age 18 should receive eye care and eye glasses, the Commission says.

### Supply of Doctors

The report deals at length with the means by which the supply of doctors and dentists should be increased to match the growth in population and the demands of the health scheme. It reckons that by 1991 an additional 19,350 doctors and 8,550 dentists will be needed, and that by 1971 the number of nurses will have to be increased by some 42,000. By that time, 3,000 of the new dental auxiliaries will be needed, a number that will expand to 9,000 by 1976.

By 1971, the number of hospital beds needed will be 60,000, according to the Commission's estimate.

Recommendations made by the Commission for increasing the number of professional persons to the necessary extent, include:

—Reducing the present three-year course for the R.N. certificate to a two-year one, but at the same time increasing the proportion of university-trained nurses employed in hospital schools of nursing and in supervisory positions.

—Making available, as part of a seven-year "crash program," grants of \$3,500 to graduate nurses to help them to prepare themselves for university and hospital teaching, and bursaries of \$2,000 for registered nurses who want to obtain university qualification in nursing.

—The establishment by stages of five new medical schools in different parts of the country, and the expansion of existing dental schools and opening up of four new ones. The federal Government should pay half the cost of the construction of the new school buildings and equipment and the cost of establishing associated teaching hospitals.

—Giving, as part of a seven-year crash program, grants of \$5,000 to doctors who undertake postgraduate training in specialties where there are shortages and to dentists specializing in dental public health, preparing for a university teaching career or for participation in the children's

dental program. During the last two years of his undergraduate training, each medical or dental student should, on request, be given a training grant of \$2,000, if his performance is satisfactory.

To help universities during the period of expansion of their professional schools, the federal Government should, in the beginning stage, establish a health profession university grant of at least 50 cents per capita, for distribution to universities with facilities for the education of health professions. In addition, the federal Government should establish a health facilities development fund that would help in the provision of medical, dental, nursing and other health profession education facilities.

The Commission recommends the introduction of a program for raising the qualifications of optometrists, and the integration of schools of optometry into the universities.

To provide for the needs of people in sparsely settled or remote territories, especially in the northern region, use should be made of air ambulances, two-way radio communication, additional nursing stations and medicine depots. Health services should be provided for Indians and Eskimos of the same quality as those provided for the rest of the population.

#### **Against Voluntary System**

The Commission recommends the establishment of a "universal" program of health services, and advises against the adoption of a voluntary system, such as the plan in force in Alberta and the one being considered in Ontario. A voluntary plan, the Commission says, would not give protection to the part of the population that needs it most. It rejects any kind of means test, and it argues that a fund established by a democratically elected legislature, with the limitations it proposes, cannot be said to be compulsory in any democratic sense of the term.

Although the report recommends government participation in the provision of health services, it repudiates "state medicine" for Canada. It would base the program upon the freedom of the patient to choose his doctor or dentist; and the right of the latter to accept or refuse to accept a patient, except in an emergency or on humanitarian grounds, and to choose the place and nature of their practice. Canada's health resources, the Commission says, should be organized on a non-political basis.

To finance the scheme, the establishment of a health insurance fund in each province is recommended. The fund should be

contributed to by the federal Government and by provincial governments from revenue obtained from premiums, sales or other taxes, or general revenues as they may decide.

The report recommends that the basic method of paying for medical service by physicians in private practice should be by fees for service, although other methods or combinations of methods are recognized as desirable under certain circumstances. The schedule of maximum fees or other payments should be negotiated between the medical associations and the respective provincial agencies, with provision of an appeal procedure, but with no extra billing or deterrent charges. A program of free drugs is recommended for long-term therapy, and of government payment for drugs in excess of \$1 per prescription in all other cases.

Provision of special facilities for treatment of alcoholics in general hospitals, and of drug addicts in a non-penal unit in at least one general hospital in each of the larger centres, is recommended.

For the benefit of the patients and to keep down costs, the Commission recommends the launching of full-scale programs of home care under hospital or community control in every urban centre of 10,000 population or larger.

The Commissioners recommend the convening by the federal Government of a federal-provincial health conference within six months of the tabling of Volume 1 of the report in order that the program may be put under way as soon as possible.

The Committee calculates that by 1971 the annual cost of continuing our present system of health services would be \$4,015,000,000, or \$178 per person, and it contends that the program it recommends can be financed for an additional \$466,000,000, or \$20 per person.

If we carry on with the same services as we have now, the proportion of gross national expenditure devoted to health care measured in current dollars, will rise from 5.4 per cent in 1961 to 5.5 per cent in 1971. A program such as that recommended by the Commission would cost about 6.1 per cent in 1971, the report says.

Most of Canada's expanding health care program can be paid for out of the extra income that will come from more efficient use of our resources and the continuing growth of the economy during the coming years, the Commission says. It contends that, even under conservative assumptions, this country can readily finance the health services program recommended in the report.



## National Technical and Vocational Training Advisory Council

The National Technical and Vocational Training Advisory Council held its seventh meeting in Montreal. It was only the second time that the Council had met outside Ottawa; the Council marked its 20th anniversary in 1963 by meeting in the home province of its Chairman, Dr. G. Fred McNally, former Chancellor of the University of Alberta.

The Council has been reconstituted on a new basis of representation and this was the first meeting for the majority of the members present.

The Council adopted resolutions that:

—The Technical and Vocational Training Branch of the Department of Labour assume the leadership in determining what kind of student places should be provided by 1970.

—Guidance and counselling for training programs be a concern of the Council.

—A "feedback" of information from the National Employment Service to the authorities responsible for training be established, so that the training requirements of industry could be better determined.

—To accelerate Program 4—Training in Co-operation with Industry—that this program be brought more actively to the attention of industry.

Through an amendment of the Technical and Vocational Training Assistance Act, the number of Council members has been increased from 23 to 28, including the Chairman, and the representation changed to broaden its basis. All of the 28 members had not been appointed at the time of the meeting.

Representation on the reconstituted council has been given to:

The Canadian Association of Administrators of Labour Legislation, the Canadian Education Association, the Canadian Federation of Agriculture, the Canadian Home and School and Parent-Teacher Federation, the Canadian School Trustees' Association, the Canadian Teachers' Federation, the National Advisory Committee on Technological Education, the Apprenticeship Training Advisory Committee, the National Council of Women of Canada, the provinces, employers and employees.

Employees are represented by the Canadian Labour Congress, with two members, and the Confederation of National Trade Unions, with one member. Employers are represented by the Canadian Manufacturers' Association, with two members, and the Canadian Construction Association, with one member. The provinces are represented by members of the Provincial Advisory Committees who are not civil servants.

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## Impact of Office Automation

*(Continued from page 645)*

But "the most dramatic impact of electronic data processing is probably reserved for the managerial occupations . . . .

Consider the case of the traditional organization consisting of five or more major divisions, each headed by a senior executive reporting to the president or managing director . . . . Now, assume that the application of the computer is designed to integrate the major operations of the several divisions. The important question then becomes which executive will gain control of the new technology and its complement of organizational and personnel resources. In the emerging organizational structure in which the computer has become the operational heart of the enterprise, the winner in this power struggle emerges with no peer in the organization save the chief executive himself . . . .

The effect of office automation on middle management is likely to be equally sweeping, if less dramatic, the paper says. Here, however, there will be some compensation in that certain new technical, professional and staff jobs will be created to take the place of the primarily supervisory ones that are wiped out.

In a chapter on the effects of office automation on conditions of work and employment, Dr. McDonald says that it is probably too early to tell whether the net effects will be to increase or diminish the feelings of pressure, de-personalization, monotony and boredom that are common in clerical work.

The reduction or elimination of the most routine clerical operations should help to mitigate the problem. On the other hand, for the short-run at least, the proportion of machine-attendant positions with which these syndromes are commonly associated seems likely to grow. A large segment of these jobs consists in that strain-evoking, trigger-attentive idleness that is the hallmark of the monitors of automation and advanced mechanization.

The paper draws attention to the appearance of shift work associated with office automation as a new phenomenon in the office although "thus far, the impact of rotating and permanent night shiftwork appears to be largely restricted to operating and maintenance personnel."

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....</i> (000)	July 18	7,232	+ 2.7	+ 2.8
Employed.....	July 18	6,967	+ 3.1	+ 3.3
Agriculture.....	July 18	724	+ 7.7	- 6.6
Non-agriculture.....	July 18	6,243	+ 2.5	+ 4.6
Paid workers.....	July 18	5,757	+ 3.2	+ 4.7
At work 35 hours or more.....	July 18	5,400	- 6.1	+ 3.2
At work less than 35 hours.....	July 18	689	- 13.9	+ 7.8
Employed but not at work.....	July 18	878	+316.1	+ 0.7
Unemployed.....	July 18	265	- 6.0	- 9.6
Atlantic.....	July 18	32	0.0	- 8.6
Quebec.....	July 18	102	- 2.9	- 8.9
Ontario.....	July 18	75	- 14.8	- 7.4
Prairie.....	July 18	27	+ 12.5	-10.0
Pacific.....	July 18	29	- 12.1	-17.2
Without work and seeking work.....	July 18	249	- 7.4	-10.4
On temporary layoff up to 30 days.....	July 18	16	+ 23.1	+ 6.7
<i>Industrial employment (1949=100).....</i>	May	128.9	+ 3.5	+ 4.2
Manufacturing employment (1949=100).....	May	121.3	+ 2.3	+ 4.3
<i>Immigration.....</i>	1st Qtr 1964	{ 17,546	—	+30.8
Destined to the labour force.....		{ 8,850	—	+30.9
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	July	72	+ 9.1	+18.0
No. of workers involved.....	July	18,183	+ 20.0	+ 6.3
Duration in man days.....	July	147,710	- 24.5	-18.4
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	May	\$86.80	+ 0.5	+ 3.7
Average hourly earnings (mfg.).....	May	\$ 2.02	+ 0.5	+ 3.6
Average hours worked per week (mfg.).....	May	41.4	+ 0.7	+ 0.5
Average weekly wages (mfg.).....	May	\$83.55	+ 1.0	+ 4.1
Consumer price index (1949=100).....	July	136.2	+ 0.7	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100).....	May	147.9	+ 0.7	+ 2.1
Total labour income.....\$000,000.	May	1,940	+ 3.7	+ 8.4
<i>Industrial Production</i>				
Total (average 1949=100).....	June	219.7	+ 3.2	+ 7.9
Manufacturing.....	June	197.0	+ 3.7	+ 7.1
Durables.....	June	206.5	+ 3.0	+ 8.3
Non-durables.....	June	188.8	+ 4.3	+ 5.9
<i>New Residential Construction (b)</i>				
Starts.....	July	14,190	+ 11.8	+11.4
Completions.....	July	9,460	+ 27.0	+15.4
Under construction.....	July	72,089	+ 6.9	+ 6.8

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



## Course in Rehabilitation

*Training course in rehabilitation attracts workers from many parts of Canada. Federal-Provincial Rehabilitation Program assists in financing and carrying out of the training course*

Rehabilitation workers from many parts of Canada attended a training course in rehabilitation in Winnipeg in June. The course, which was held at the Manitoba Rehabilitation Hospital, was arranged by the Canadian Rehabilitation Council for the Disabled in co-operation with the Department of University Extension and Adult Education of the University of Manitoba.

As for previous courses and workshops, the Federal-Provincial Rehabilitation Program assisted in the financing and the carrying out of this training plan.

### National Co-ordinator

The National Co-ordinator was one of the lecturers, with the particular assignment of outlining the growth and development of rehabilitation and the government program in rehabilitation, and long-range plans to benefit the disabled.

The curriculum included lectures and demonstrations in various aspects of physical rehabilitation such as activities of daily living, ambulation, self-help techniques; ways of evaluating the psychological, psychiatric, social, educational and vocational assets of the disabled individual; prevocational exploration of these assets; methods in treatment, therapy and counselling.

Problems of handicapped children, particularly in regard to special educational needs and subsequent employment, were explored.

In addition to general theory and practice, the problems of those with specific disabilities—the blind, cerebral palsied, paraplegic, mentally retarded and mentally restored—were included in the program.

### Training and Employment for Retarded

A recent report from the Ontario Association for Retarded Children shows that there are 26 full time workshops in the province providing training and employment to 525 retarded adults.

A certain amount of craft work is done and the products sold. The majority of the workshops carry out subcontract jobs of various types and one workshop has worked out a plan with the local newspaper whereby

the trainees go to the plant and do the collating and preparation for shipment of the daily newspaper.

### Placements in 1963

During 1963 placements of persons trained in these workshops have been made in the following categories:

- Labourer in a small shop
- Stockroom and general clean-up man
- Cafeteria helper
- Elevator operator
- Domestic
- Assistant in a Beauty Salon
- Shop-hand in a small box factory
- Shop-hand in a wood-working shop.

### Canadian Hearing Society Reports

The annual report of the Executive Director of the Canadian Hearing Society shows that during 1963 employment was obtained for 249 individuals. Some of these required re-placement which brought the total number of jobs to 291, an increase of 9 per cent from the number of the previous year.

A matter of concern is the steadily increasing number of applicants for temporary summer employment. This service is offered to senior students who are referred from the school, having shown satisfactory progress in the school program.

The society works in close co-operation with the provincial co-ordinator of rehabilitation services, the National Employment Service and other agencies and services to see that the hearing handicapped receives the kind of help he needs to become a well-adjusted individual.

### Branch Office

The demands for service upon the society have led to the opening in April 1963 of a branch office in Ottawa. This follows the opening of a Western Ontario office a year earlier.

In addition, the Society has moved to a new location in Toronto that provides not only better office facilities, but also a hall for meetings and club activities.

## Annual Michigan Conference on Aging

*Several speakers emphasize importance of special efforts to facilitate re-employment of unemployed older workers. Other discussion topics were retraining, preparation for retirement*

The problems of older workers received considerable attention at the 17th Annual Conference on Aging held at the University of Michigan, Ann Arbor, from June 29 to July 1.

Several speakers referred to the importance of special efforts to facilitate the re-employment of unemployed older workers and the need for training and retraining. Retirement and adequate preparation for retirement were also among the topics discussed.

The importance to a retired person of contacts with his previous employer and fellow workers was stressed. One large firm's recognition of this need was pointed out: the personnel division interviews all retired employees according to a plan. Of 1,800 retirees, 1,500 had been interviewed in the past year. This program of keeping in touch with retired employees had proved beneficial to the retirees and had at the same time provided the firm with valuable information for future efforts in connection with retirement.

### Dinner Speaker

Daniel P. Moynihan, U.S. Assistant Secretary of Labor, principal speaker at the conference dinner, spoke on the war on poverty and its implications for older people.

He stressed a contradiction in the present American economy. In today's affluent society many people had achieved a high standard of living, he said, but in some underdeveloped areas and regions adversely affected by technological change, many people had incomes far too low to maintain a decent standard of living. Even in areas of high employment, many, including older citizens, were victims of the unequal distribution of wealth.

Mr. Moynihan described the efforts of the United States Administration in the war on poverty, and urged delegates to participate actively in this humanitarian program.

Governor George Romney of Michigan, in the closing address, called for a return to older moral values; and urged that the older generation should be restored to the position of dignity, respect and authority that it held in family life in pioneer times.

The theme of this year's conference was the multi-generation family. The changes in family life brought about by the rapid advances of the twentieth century were examined in some detail.

It was recognized that each generation had a responsibility to share the challenge of helping to strengthen family life. Each generation of the family should accept some responsibility for the support and security of its older members.

Workshops were held on such topics as income maintenance, employment, retirement, training and retraining, recreation, housing, and health and welfare. In each workshop group these subjects were discussed in considerable depth.

### Retirement and the Family

The discussion group dealing with retirement and the family, under the chairmanship of Prescott W. Thompson, M.D., dealt mainly with the difficult period of transition from work to leisure.

Another group deliberated at some length on income maintenance and the various ways by which income could be provided, such as: employment and retraining for work; sheltered workshops; savings and investments; social security and welfare measures.

Jack Weinberg, M.D., Clinical Director, Illinois State Psychiatric Institute, Chicago, addressed the opening plenary session on the subject "Interpersonal Relationships in Multi-generational Families."

Dr. Weinberg spoke of the need to find out how a multi-generation family could function most smoothly. The healthy, united family did not need external forces to bring it together, he pointed out; but the sick, dispersed family must be helped to re-establish its cohesion.

The 550 delegates to the conference included 14 Canadians, one of whom was a representative from the Department of Labour's Division on Older Workers. Other Canadians present represented educational institutions; religious groups; several national, provincial, municipal, and voluntary organizations; and federal government departments. United States delegates came from some 40 States and from Puerto Rico and the Virgin Islands.



## The Arts of Management Conference

*Because most management training courses in Canada are not open to women, the Conference was set up specifically for women. First session held in 1962; this year's is the third*

Because most management training courses in Canada are not open to women candidates, the Arts of Management Conference was established in 1962 specifically for women. A second session was held in 1963 and the third was held this spring at Scarborough, Ont.

The eight-day program was designed to give women in business an opportunity to study the principles of management and improve their managerial ability.

The Arts of Management Conference is modelled on the "Henley Experiment" in England, which was initiated at the Administrative Staff College at Henley-on-Thames in 1946, and is subsidized by private business and financial organizations.

The Henley course lasts three months, and the participants live in residence. It is limited to 66 men and women drawn from a variety of industrial and commercial concerns large and small, including banks, utility services, central and local government, and the armed services. Men and women are equally eligible, and the basic qualification is not academic distinction but practical experience.

### First Conference

The idea was brought to Canada by Margaret P. Hyndman, Q.C., who visited the Henley operation in 1949 and subsequently conceived the idea of introducing a similar program in Canada, for women. The Toronto Business and Professional Women's Club endorsed her idea, and sponsored the first Arts of Management Conference in 1962. It was attended by 38 women.

The Canadian conference, like the English one, is held in residence. In order to ensure that study and training shall be uninterrupted, classroom and discussion rooms are provided exclusively for the use of those attending. There is a reference library of pertinent business textbooks; and a tape recorder, typewriter and other equipment is provided.

The 38 women registered for the conference included delegates from business, provincial and federal government organizations, as well as two or three owner-managers of private firms.

The faculty consisted of representatives from business, industry and labour, and

resource specialists and university teachers. The program comprised lectures, case studies, panel discussions, group and individual exercises, and general planning sessions.

Material, subject matter, and methods of instruction were well balanced. Topics dealt with included the function and responsibilities of management, business organization, communication, human relations, production, marketing, labour relations, business finance, business ethics and policy. Open discussion was always encouraged, and most of the delegates participated fully.

### Another Feature

Another feature of the program was the UNIVAC business game, which was introduced for the first time, and was played nightly during the session. The particular game played had to do with "marketing management simulation."

The Harvard School of Business case study method was used to supplement lectures, panel discussions, role-playing and other training methods throughout the conference.

The "arts" of management which gave rise to the name of the course, and which were central to much of the discussion, were: the ability to take greater responsibility, to make decisions readily, to make the best use of experts, to organize, delegate and supervise, and the ability to differ from others objectively.

Advance study material was forwarded to each delegate before the conference, together with some suggestions for preparatory reading. As time was so short at the conference itself, this proved useful, since it enabled some preliminary work to be done.

The amount of material covered in the eight days was large both in range and quantity. It was not assumed, however, that any of the subjects would be "learned," in the true sense of the word. The object was to introduce a variety of aspects of business that could be pursued more thoroughly at will later on, and to give delegates a new understanding of the significance of their present work.

Mrs. I. E. Johnson attended as a delegate on behalf of the Women's Bureau.

## Manpower Situation, Second Quarter, 1964

Economic activity continued to advance during the second quarter of 1964. Almost all indicators of business activity registered gains, and the outlook for the months ahead remains exceptionally bright.

Industrial production increased by 2.3 per cent between March and April, recording one of the strongest gains for a single month in the past several years. Unfilled orders and new orders in manufacturing have been rising steadily in recent months, seasonal factors apart, and have been running ahead of the same months last year.

Employment has moved up steadily this year. In the second quarter of 1964, total employment averaged 6,576,000, which represents an advance of 334,000 from the average in the first quarter. Over the same period for the past ten years, employment has shown an average advance of 316,000.

Thus far in 1964, manufacturing employment has shown an uninterrupted upward trend, although the gains have been generally smaller than in the last half of 1963. The durable goods sector continued to be the most expansive component in manufacturing. There was some further improvement also in the non-durable goods sector, particularly chemicals and petroleum products.

The factory work week, at 41.1 hours in April, has remained practically unchanged since last October, except for a temporary decline in April as a result of a reduction in average hours worked in durable goods industries.

The service-producing industries figured prominently in the employment expansion during the second quarter, marking the fourth consecutive quarter in which employment in these industries has made a particularly strong advance. Sharing in the improvement were service, trade, finance, insurance and real estate.

Since the upward trend in service employment began to accelerate a little more than a year ago, the expansion has been concentrated in community and personal service. In government, business and recreation service, employment levels have shown little or no change during the past year.

Providing somewhat less than usual employment support in the second quarter was the construction industry. After showing great strength during the winter season, the pickup during the spring and early summer

was much slower than at this time in most previous years. To some extent, this was expected, as the Winter House Building Incentive Program, together with the increase in sales tax on building materials scheduled for the beginning of April, has the effect of bringing forward a substantial amount of work that would otherwise have been carried out later this year.

The decline was steeper than expected, however, though it appears to be only temporary. Housing starts are once again running above last year. The value of building permits has been rising in both residential and non-residential sectors.

Although non-residential construction has not been a major expansionary force so far this year, it is likely to show much more buoyancy during the second half of 1964. Much of the new strength will come from increased activity in industrial building. Contract awards in May set a record, industrial awards reaching the highest total in almost eight years.

One of the notable weaknesses so far this year has been highway construction. Activity in this sector has been somewhat lower than last year, although the volume of work planned for 1964 was greater than in 1963. The survey of Public and Private Investment concluded at the beginning of the year indicated a sizable increase in this year's highway construction program.

The resource industries have been an increasingly important source of employment strength during recent months. Forestry, in particular, has been very active, mainly as a result of an upturn in pulpwood logging. In the second quarter, employment in pulpwood logging averaged about one fourth higher than in the same period last year, and was noticeably higher than in any previous year since 1959. The expansion in pulp cutting quotas this year can be attributed in part to a noticeable strengthening in the market for forest products, particularly for chemical pulp. Requirements in the newsprint sector have been growing, though still at a fairly modest rate. Export shipments of wood pulp have risen substantially over the year. Pulpwood inventories are currently slightly higher than a year ago as production gains outpaced the upward trend in sales.

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The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.



Almost all parts of the mining industry have shown evidence of strengthening during recent months, reflecting a basic improvement in the market for a wide variety of mineral products. World demand for most metals and non-metallic minerals rose on a broad front during 1963, and the early part of 1964. As a result, excess supplies have been largely removed and idle capacity is being utilized to meet the needs of an expanding market.

Employment was significantly higher than a year ago in all branches of the mining industry. In metal mining, the outlook remained generally bright. The only apparent weaknesses were in uranium and gold mining, where layoffs are scheduled to take place later this summer. A gold mine in the Porcupine area of Northern Ontario, employing some 200 workers, is scheduled to be shut down later this summer owing to a lack of ore.

### **Employment Trends in Manufacturing**

Manufacturing employment increased by 65,000 between the first and second quarters of 1964. The average increase for this period in the past five years was 58,000.

An upward trend in employment was apparent in iron and steel products and in the automotive and aircraft and parts industries. Structural and fabricated steel plants have shown steady increases in employment during the first half of 1964 after experiencing a consistent downward trend since the early part of 1963. Other parts of the steel industry that have registered persistent gains this year are primary metals, heating and cooking appliances and machinery.

Steel production has been stepped up noticeably during the past year, but even so, delivery dates have lengthened, and there are some indications that later this year production may not be able to keep pace with the expanding market.

In the first four months of 1964, primary steel production was 13 per cent higher than in the corresponding period in 1963 and 29 per cent higher than in the same period in 1962. Such heavy steel industries as automobiles and construction have figured prominently in the increased demand for steel products.

The strength of the automotive industry is expected to carry over into the second half of this year. With sales showing a steady upward trend over the first half of this year, a brisk market is anticipated for the

1965 model cars. In May of this year, sales of North American cars set a record for the month and were 8.5 per cent higher than in May 1963. If the 1965 models sustain customer interest, the automotive industry will be experiencing its fourth consecutive big year.

Because of the excellent demand by automobile producers, production of tires has been running from 10 to 15 per cent higher than last year. In the rubber products industry as a whole, employment has shown little change since the beginning of the year, although increased hirings have been scheduled to take place later this summer.

Except for shipbuilding and repairing, which experienced a moderate decline, employment either expanded or was maintained in all parts of manufacturing during the first half of 1964. Considerable support came from a continued upward trend in exports, although the external sector did not show the exceptional strength that was apparent the latter part of 1963. Among the export commodities that showed large year-to-year gains were wood and paper products, metals and non-metallic minerals.

The year-to-year employment increase of 90,000 in manufacturing was concentrated largely in the automotive, iron and steel and wood products industries. Other durable goods industries that showed sizable gains were aircraft, non-ferrous metals and electrical apparatus. In the soft goods sector, rubber and textiles showed notable job strength over the year.

### **Unemployment**

In the second quarter of 1964, unemployment averaged 326,000, down 45,000 from the average in the second quarter of 1963. Married men accounted for 29,000 of this decrease. Teen-agers comprised a somewhat larger proportion of the total unemployed than a year ago.

Unemployment rates were lower than in the second quarter of 1963 in all regions. The unemployed as a percentage of the labour force remained substantially lower than the Canadian average in Ontario and the Prairies.

Of the 326,000 unemployed in the second quarter of 1964, almost one third had been seeking work for less than one month, a substantially larger proportion than in the previous year. The proportion of persons unemployed seven months or more was somewhat lower than the year earlier 16.9 per cent, compared with 18.6 per cent.

# Regional Manpower Situation

## ATLANTIC

In the Atlantic region, employment conditions improved noticeably during the first half of 1964. Between the first and second quarter, employment increased by 65,000, an unusually large gain for this time of year.

The June estimate of employment, 610,000, was some 35,000 or 6.0 per cent higher than a year earlier. Unemployment showed a larger than seasonal decrease during the first half of this year.

Forestry employment has shown a larger than seasonal increase during recent months. The gains in agriculture and fishing were about normal for the time of year. Mining employment remained virtually unchanged during the second quarter, although a small layoff occurred during May at the iron ore mines in Bell Island.

Activity in pulpwood logging increased noticeably during the second quarter (discounting seasonal factors) and was higher, on average, than in any corresponding period during the past five years. There was some improvement also in the lumber industry as a result of firmer demands from both the domestic and foreign markets. Exports of softwood in the first six months of 1964 were substantially higher than in the same period last year.

Manufacturing employment increased more than usual during the second quarter. Increased activity in sawmilling, iron and steel products and railway rolling stock brought total manufacturing employment

well above last year's total. The April index of manufacturing employment stood at 109.3, which was 5.4 per cent higher than a year earlier. Employment in shipbuilding increased slightly during the quarter, but remained somewhat lower than a year ago.

Skilled workers were reported to be in short supply in a number of manufacturing occupations.

The construction industry was very active during the second quarter, after contributing relatively little to the expansion earlier this year. Over the year, construction employment showed an increase of a little better than 4 per cent. Increases were reported in building as well as in engineering construction.

The service-producing industries continued to expand during the second quarter. The largest year-to-year gains took place in service, finance, insurance and real estate. Smaller gains occurred in trade, transportation and communication.

Unemployment in the region averaged 48,000 in the second quarter, a drop of 12,000 from the average in the second quarter of 1963. The unemployment rate averaged 4.7 per cent this year, compared with 5.5 per cent in the second quarter of 1963.

In June, the classification of the 21 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 0 (1); in moderate surplus, 15 (14); in balance, 6 (6).

## QUEBEC

Employment in Quebec (adjusted for seasonal variations) edged down slightly during the second quarter of 1964 after registering a particularly strong advance during the first three months of the year. The increase of 63,000 from the first to the second quarter was somewhat below the average gain during this period in the past five years.

In June, total employment in the region reached 1,839,000, an increase of 43,000, or 2.4 per cent over June 1963.

Employment in manufacturing was well maintained during the second quarter. The textile industry continued to expand, and cotton yarn, woollen goods and synthetic fabrics showed significant gains in output and employment. In Montreal, there was a particularly noticeable improvement in primary textiles.

Activity in the rubber and wood products industries showed a somewhat larger than seasonal increase during the second quarter. The iron and steel industry has experienced very little change during recent months from the high level of activity reached in the opening quarter. Structural steel mills, boiler and plate shops continued to be particularly active.

A shortage of skilled workers is reported to have hampered expansion of the steel industry.

Non-ferrous metal products and leather goods registered employment declines during the second quarter, but elsewhere in manufacturing employment either remained stable or advanced. In the aircraft industry, where employment was substantially higher than last year, there was a continuing strong demand for highly skilled technicians.



Shipbuilding was the only major manufacturing industry in which employment was appreciably lower than last year. Some 800 workers were involved in a layoff at the Levis Shipyards during December, but since then shipbuilding employment has shown little change.

Among the more encouraging developments so far this year was the renewed strengthening in forestry. Pulpwood logging in particular has been very active. In the second quarter, employment in this sector of the industry averaged about 25 per cent higher than in the corresponding quarter a year earlier, and exceeded the average in any previous year since 1959. The rising demand for pulpwood was associated with an upward trend in newsprint consumption in Canada, and with a substantial pickup in exports of paper products.

Construction employment increased relatively slowly during the second quarter after showing unusual strength earlier in the year. In the first four months of 1964, employment showed consistent year-to-year gains in all parts of the construction industry. More recently, construction employ-

ment has been slightly lower than a year ago, although present indications point to a strong advance in the months ahead. This year's planned capital investment program calls for large outlays in plant and equipment to meet the expanding needs of manufacturing industries. In the second quarter, extensive modernization or expansion programs were under way in the pulp and paper, textile, aluminum and steel industries.

Employment in the service-producing industries advanced more slowly than usual during the past few months. Even so, employment levels were well above those last year in all of the industries in this industrial group.

Unemployment in the second quarter of 1964 averaged 124,000, or 6.5 per cent of the labour force. In the second quarter of 1963, the average unemployment rate was 7.6 per cent.

In June the classification of the 24 labour market areas in the region (unchanged from June 1963) was as follows: in substantial surplus, 2; in moderate surplus, 20; in balance, 2.

## ONTARIO

The underlying employment trend remained strong in Ontario during the second quarter. Unemployment showed a somewhat larger than seasonal decrease.

In the April-June period, employment was estimated to average 2,457,000. The increase of 103,000 over the opening quarter average was somewhat larger than is usual for this period. Total employment in the second quarter this year was up 98,000 or 4.8 per cent from the total in the corresponding quarter in 1963.

The labour force increased by 3.5 per cent, a much faster rate of growth than in the previous two years.

Shortages of qualified workers became more widespread during the second quarter, particularly in urban areas.

The employment advance between the first and second quarters was more than seasonal in nearly all industrial sectors. Manufacturing, led by the metal working industries, was a continuing source of strength; employment rose by about 6 per cent over the year. Some weakening was apparent in the early part of the second quarter in construction, transportation and trade, although more recently these industries have shown renewed signs of vigor.

Steel firms operated at peak capacity throughout the quarter, but even so delivery dates lengthened further. With an increasingly strong domestic demand, steel can be expected to be in short supply during the months ahead. Ingot production has been

running about 11 per cent above that of last year. Employment in the iron and steel industry has been running about 9 per cent higher.

Production and sales of automobiles and trucks continued to set new records. Accompanying the strong domestic demand for automobiles was the further rise in exports of parts and accessories.

Over the year, employment in the automotive industry increased by almost 20 per cent. Manufacturers of aircraft and railway rolling stock reported similarly large advances. With a heavy volume of domestic and export orders on hand, prospects in these industries remained good.

Other durable goods industries showed more modest gains. The demand for machinery and other producer goods was increasing, along with the demand for furniture and electrical appliances. Activity increased slightly in non-ferrous metals and in lumber products. Other building materials registered little change during the second quarter, apart from seasonal movements.

Among non-durables, sizable employment gains occurred during the second quarter in the rubber, textiles and paper products industries. Elsewhere in this sector, activity was maintained at a high level.

After an exceptionally active first quarter, housing starts in April-May 1964 were down by 5 per cent from the same months in 1963. Non-residential construction showed a better than seasonal improvement, which

more than made up for the slowdown in housebuilding. Total employment in the construction industry was up slightly over that a year ago.

Logging was considerably more active than a year ago as pulpwood and sawlogs continued in strong demand. In mining, the seasonally adjusted employed index rose in the second quarter for the first time in four years, and by May approached last year's level.

Some rehiring took place in the nickel and copper mines in northern Ontario as the result of the sharp increase in prospecting activity. Layoffs were scheduled to take place later this summer in uranium mining, however.

In transportation, communication and public utilities, employment rose less than seasonally during the second quarter. Compared with a year ago, employment showed little or no change.

## PRAIRIES

Economic activity in the Prairie region showed little basic change during the second quarter of 1964, after two consecutive quarters of rapid growth in production and employment.

Most non-farm industries experienced continuing strength during the quarter. Farm employment, which had been at an unusually high level throughout the winter months, increased somewhat less than usual during the April-June period. Last year's record wheat crop and large grain sales were major factors in bolstering farm employment.

Total employment in the second quarter of 1964 averaged 1,147,000. This represents an increase of 70,000 over the previous quarter, about normal for this time of year. Over the year, the gain averaged 26,000, or a little more than 2 per cent.

Unemployment, on average, totalled 36,000 in the second quarter of 1964, compared with 56,000 in the previous quarter and 40,000 in the second quarter of 1963.

Construction activity continued at a high level during the second quarter of 1964, although employment in residential construction was considerably lower than last year. Total construction employment was somewhat higher than in 1963 as a result of strengthening in the non-residential sector. Showing particular buoyancy were the engineering, industrial and commercial sectors. Construction of a dam on the South Saskatchewan River, a potash plant in Saskatchewan and a large volume of pipeline and road construction were among the larger projects under way during the second quarter.

Reflecting the over-all prosperity of the region, employment in the service, trade and finance industries was about 1 per cent higher than a year ago.

The Ontario labour market was the scene of fairly widespread shortages for certain skilled occupations during the second quarter. Tool and die makers, machinists, machine operators, welders, electricians and loggers were in very short supply in a number of areas in Ontario. Engineers, draughtsmen and nurses also were reported to be in short supply.

Unemployment averaged 82,000, or 3.3 per cent of the labour force in the second quarter of 1964, compared with 92,000, or 3.8 per cent of the labour force a year earlier.

In June the classification of the 34 labour market areas in the region (unchanged from a year ago) was as follows: in balance, 20; in moderate surplus, 14.

In agriculture, seeding operations were carried out during the quarter. Crop prospects were generally favourable in the southern districts; in some central and northern districts, the soil was reported to be dry.

Employment in manufacturing increased further during the first half of 1964 from the high levels reached in the latter part of 1963. In April the year-to-year gain amounted to nearly 5 per cent, reflecting, in part, recent advances in clothing, wood, steel products and chemicals.

Production and employment were well maintained in such industries as farm machinery, furniture and fertilizers. In certain parts of the building materials industry, notably concrete products, production was somewhat lower during recent months than in 1963.

Additional hirings took place in mining during the second quarter. Compared with a year ago, mining employment showed an increase of about 4 per cent. A high level of production was being maintained in almost all sectors, with capacity operations being reached in nickel, potash and bituminous coal mining. Large potash development projects were under way in Saskatchewan, two of which were well advanced. There was a substantial increase over last year in the number of well drillings; approximately 100 men were at work this year on the Athabaska Tar Sands.

With continuing heavy grain shipments and expanding production in most non-farm industries, employment in transportation and public utility operations was well maintained. High levels of activity have been in



evidence in these industries since last fall. The year-to-year employment gain was about 4 per cent.

In trade, finance and service, employment continued to be up over the level last year. Most of the year-to-year improvement in these industries occurred prior to the second quarter. Retail sales continued to rise, however, showing a greater rate of increase than for the country as a whole.

In most parts of the region, labour requirements increased noticeably during the second quarter. Among the occupations reported in short supply were sewing machine operators, tool and die makers, machinists,

automobile mechanics and repairmen, cabinetmakers, miners, nurses, and engineers. Indications are that labour shortages will be fairly prevalent again this summer in agriculture and construction.

Unemployment averaged 36,000, or 3.1 per cent of the labour force in the second quarter of 1964, compared with 40,000, or 3.5 per cent of the labour force a year earlier.

In June, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in balance 13 (14); in moderate labour surplus 6 (5).

## PACIFIC

In the Pacific region, economic activity continued to expand during the first half of 1964, although the rate of advance was considerably slower than in the last half of 1963.

Employment in the second quarter of this year averaged 608,000, a rise of some 32,000 or 5.6 per cent over the average of the corresponding period the year before. The decline in unemployment during the spring and early summer was about in line with the usual seasonal pattern.

Economic expansion in this region continued to be centred largely in the export-oriented industries. Wood and paper products, in particular, have shown increasing buoyancy. There has been some improvement, too, in forestry and mining during recent months. Exports continue to be well in advance of last year for a wide range of products. The domestic and foreign demand for lumber has been increasing steadily. In the first five months of 1964, lumber exports were 10 per cent higher than in the corresponding period in 1963.

All parts of the forest products industries remained basically strong during the second quarter, although output was curtailed at a few logging camps on the west coast of Vancouver Island as a result of strike action.

Mining activity in the northwestern part of the province was maintained at a record level. There was a strong demand from abroad for iron ore, copper and zinc concentrates and molybdenum. There has been a continuing heavy demand for miners and for all categories of mine mechanics. Shortages exist and are expected to become even more prevalent later in the year when several large new operations are brought into production.

With an improvement in world markets, investment in the mineral products industries has been increasing, and there has been a noticeable pickup in the exploration

and development industries. Some 650 geologists were expected to be hired by mining companies in the Pacific region this summer.

Shipbuilding activity was hampered during the quarter by strike activity involving 2,000 shipyard workers on Vancouver Island. In other parts of manufacturing, aside from the wood and paper products industries, employment changes between the first and second quarters of this year were largely seasonal.

Total manufacturing employment showed a year-to-year increase of about 3 per cent. As indicated earlier, the most marked improvement was in saw-milling, which showed an employment advance of 4 per cent over the year. Shipbuilding was the only industry in which employment was lower than a year earlier.

The construction industry experienced the usual seasonal expansion during the second quarter, continuing to be more active than the year before. Year-to-year employment advances were apparent in both residential and non-residential construction. Carpenters were reported to be in short supply in a number of areas during June.

All parts of the transportation industry experienced a busy second quarter; employment was somewhat higher than a year earlier. In trade, finance and service, employment levels increased more than seasonally between the first and second quarters this year, remaining significantly above the 1963 levels.

Unemployment in the second quarter of 1964, averaging 35,000, or 5.4 per cent of the labour force, was virtually unchanged from a year earlier.

In June the classification of the 11 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 2 (0); in moderate surplus, 6 (5); in balance, 3 (6).

# Employment and Unemployment, July

An estimated 6,967,000 persons were employed in July. The increase of 207,000 from June was above average for this time of year.

Similarly, the labour force showed a larger than seasonal increase, advancing by 190,000 to 7,232,000.

Unemployment decreased by 17,000 during the month, to 265,000. Unemployment in July represented 3.7 per cent of the labour force, compared with 4.0 per cent in June, and 4.2 per cent in July 1963.

Seasonally adjusted, the July unemployment rate was 5.0 per cent; in June it was 5.2 per cent and in July 1963 it was 5.9 per cent.

The increase during the month in the total labour force and in the number employed was largely associated with the entrance of students into the labour market at the end of the school term. An estimated 219,000 teen-agers entered the labour force during the month; a slightly larger number of persons in this age group found jobs.

As usual at this time of year, a significant number of married women withdrew from the labour force.

The estimated labour force in July increased by 197,000, or 2.8 per cent, over the estimate a year earlier.

Employment was 225,000 higher and unemployment 28,000 lower than in July 1963.

## Employment

Between June and July, non-farm employment showed an above-average increase for the period. Farm employment, which accounted for about one fourth of the over-all advance, expanded more slowly than in most previous years.

Compared with a year earlier, total employment was up 225,000, or 3.3 per cent. Non-farm employment increased by 276,000, or 4.6 per cent. Service and manufacturing continued to show the largest gains. Farm employment in July was estimated at 724,000, down 51,000 from July 1963.

Employment was noticeably higher than a year earlier in all regions except the Prairies, where it showed little change. The increase in British Columbia was particularly marked, a gain of 6.1 per cent being recorded.

## Unemployment

Unemployment declined by 17,000 to 265,000 between June and July. Over the past five years, the change in unemployment at this time of year has varied from an increase of 15,000 to a decrease of 16,000. The July estimate was 28,000 lower than that a year earlier, all of the decrease being among men.

Of the 265,000 unemployed in July, 199,000, or three quarters of the total, were unemployed for three months or less. The remaining 66,000 had been seeking work for four months or more. This group accounted for a smaller proportion of the total than a year ago.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	July 1964	July 1963	July 1964	July 1963	July 1964	July 1963	July 1964	July 1963
Metropolitan.....		1	8	5	4	6		
Major Industrial.....	3	2	13	13	10	11		
Major Agricultural.....			2	3	12	11		
Minor.....			18	21	39	35		1
Total.....	3	3	41	42	65	63		1



# CLASSIFICATION OF LABOUR MARKET AREAS—JULY

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)		Calgary HALIFAX Montreal Quebec-Levis → ST. JOHN'S Vancouver- New Westminster Windsor Winnipeg	→ EDMONTON Hamilton Ottawa-Hull Toronto	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Joliette OSHAWA SHAWINIGAN	Brantford Corner Brook Cornwall Farnham-Granby → LAC ST. JEAN Moncton Niagara Peninsula Rouyn-Val d'Or Saint John Sarnia Sherbrooke Sydney Trois Rivières	→ FT. WILLIAM- PT. ARTHUR Guelph → KINGSTON Kitchener London → NEW GLASGOW → PETERBOROUGH → SUDBURY Timmins-Kirkland Lake Victoria	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agriculture)		Rivière du Loup Thetford-Mégantic- St. Georges	Barrie Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)		Beauharnois Campbellton Dawson Creek Drummondville Gaspé Kamloops Lindsay Montmagny Newcastle Okanagan Valley Prince George-Quesnel Ste. Agathe-St. Jerome St. Jean St. Stephen SIMCOE Sorel Valleyfield Victoriaville	→ BATHURST → BELLEVILLE- TRENTON Bracebridge Brampton Bridgewater → CENTRAL VANCOUVER ISLAND → CHILLIWACK Cranbrook → DAUPHIN Drumheller → EDMUNDSTON → FREDERICTON Galt Goderich Grand Falls Kentville Lachute-St. Therese Listowel → MEDICINE HAT North Bay → OWEN SOUND Pembroke Portage la Prairie → PRINCE RUPERT → QUEBEC NORTH SHORE → RIMOUSKI St. Hyacinthe St. Thomas Sault Ste. Marie Stratford → SUMMERSIDE Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock, N.B. Woodstock-Tilsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.

# COLLECTIVE BARGAINING REVIEW

## Major Settlements in First Half, 1964

During the first six months of 1964, more than 80 major agreements, i.e., those applying to bargaining units of 500 or more employees in industries outside the construc-

tion sector, were negotiated in Canada. These agreements covered approximately 127,000 workers.

### WAGE SETTLEMENTS DURING THE FIRST HALF OF 1964, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1964, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
<b>Forestry</b>										
11.....					2	1,400				
13.....					1	3,000				
14.....					1	1,800				
28.....					1	27,000				
<b>Mining</b>										
7.....	2	2,300								
<b>Manufacturing</b>										
0.....	3	2,700			1	1,200				
6.....					1	850				
7.....	1	500			1	810				
8.....					2	1,430	1	1,800		
9.....	1	2,000			1	600				
10.....					3	2,170			2	3,800
11.....	2	5,200			2	2,400				
12.....					5	4,720			1	1,000
13.....					1	650				
14.....					3	2,100			1	1,000
15.....							1	580		
16.....					1	500			1	550
17.....									2	2,880
18.....					3	7,000			3	7,050
24.....									3	3,070
25.....									1	3,500
26.....					1	600				
30.....									1	2,000
<b>Transportation, Storage and Communication</b>										
2.....	2	2,130								
10.....					1	500				
12.....					1	1,400				
15.....	1	520								
16.....					1	1,000			1	2,000
17.....							1	950		
18.....					1	550				
<b>Public Utility Operations</b>										
9.....			1	1,500						
16.....					1	750				
20.....									1	2,000
<b>Trade</b>										
18.....					1	1,300				
<b>Service</b>										
4.....	2	1,130								
5.....	1	1,200								
7.....	1	740								
8.....					1	500				
9.....					1	700				
10.....					1	700				
13.....	1	1,000								
15.....									1	1,700
16.....									1	1,350
17.....	1	2,000			1					
19.....					1	1,550				
20.....					1	530				
39.....									1	1,200
<b>Total.....</b>	<b>18</b>	<b>21,420</b>	<b>1</b>	<b>1,500</b>	<b>41</b>	<b>67,710</b>	<b>3</b>	<b>3,330</b>	<b>20</b>	<b>33,100</b>

\*The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

Excludes two settlements, terms of which were not available before compilation.



Nearly three-fifths of the new contracts were concluded by manufacturing firms. Close to one fifth of the agreements were negotiated in the service sector by municipal governments and hospitals. The remainder were signed by employers in the transportation, storage and communications sector, logging firms in Quebec and British Columbia, electric power and gas companies, metal mining companies in northern Ontario, and a food retailing firm.

Nearly three quarters of the agreements were signed for terms of two to three years, the two-year contracts predominating. The rest of the agreements were for 12 to 16 months.

In only four agreements, three of them covering workers in the pulp and paper industry, were no general wage increases given, but provision was made for other improvements.

Wage increases of 4 to 7 cents an hour on labour rates were granted in 7 of the 18 one-year contracts. These included contracts signed by Hollinger Consolidated Gold Mines and McIntyre Porcupine Mines, which increased wages by 6½ cents an hour, and Kimberly Clark Paper, which gave a general wage increase of 7 cents an hour.

Higher wage increases were included in six one-year agreements. Among these were agreements of pulp and paper companies in British Columbia which increased labourers' rates by 11 cents an hour.

Of the 41 two-year agreements, more than half provided for wage increases ranging from 10 to 14 cents an hour. Among the

firms granting wage increases in this range were Aluminum Company of Canada (Kingston Works), Domtar Pulp and Paper, Rolland Paper, Cyanamid of Canada, DuPont of Canada, Dominion Engineering, Manitoba Rolling Mills, Page Hersey Tubes and a number of logging companies in Quebec.

Wage increases amounting to 18 cents an hour for hourly workers were provided for in two-year agreements negotiated by Dominion Textile and Montreal Cottons.

The highest labour rate increase embodied in the two-year agreements, 28 cents an hour, was negotiated by Forest Industrial Relations, bargaining agent of numerous logging and sawmilling firms on the coast of British Columbia.

Wage increases in nine of the twenty three-year agreements ranged from 15 to 18 cents an hour. Increases within this range were granted by such firms as Collingwood Shipyards, United Aircraft, Canadian General Electric, Tamper Limited, and Crane Limited. In five other three-year agreements, provision was made for wage increases of 20 to 25 cents an hour; three of these agreements gave wage increases of 24 cents an hour to shipyard workers in Quebec.

In the British Columbia shipbuilding industry, hourly wage increases over three years of 40 cents for journeymen and 30 cents for other classifications were included in a settlement between several unions and Burrard Dry Dock, Victoria Machinery Depot and Yarrows Limited.

## Collective Bargaining, Second Quarter, 1964

During the second quarter of 1964, five major settlements were concluded in the Canadian shipbuilding industry. The new agreements are of three years duration and cover approximately 6,000 shipyard workers in British Columbia, Ontario and Quebec.

In British Columbia, nearly 2,000 employees of **Burrard Dry Dock, Victoria Machinery Depot, and Yarrows Limited** returned to work near the end of April after a strike lasting 12 weeks. The strike ended when 13 unions (L.G., May, p. 389) and the companies agreed to wage increases of 40 cents an hour for journeymen, 30 cents an hour for other classifications, three weeks vacation after 10 instead of 15 years of service, and a weekly sickness and accident indemnity of \$50, the cost of which is to be

shared equally by the companies and the employees.

About 50 employees, however, represented in the negotiations by the Plumbers' union, remained on strike at Burrard Dry Dock for an additional wage increase of 10 cents an hour to achieve parity with the electricians. They agreed, nevertheless, not to picket the premises as long as their work was not assigned to other employees. In June, the Minister of Labour suggested that the 14 unions, which had hitherto bargained jointly and ratified agreements separately, should accept joint certification so that agreements would be ratified by a majority of the total number of workers concerned. This recommendation was not accepted by the unions.

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This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

In the Quebec shipbuilding industry, the **Metal Trades' Federation** concluded three new agreements with **Marine Industries** at Sorel, **George T. Davie and Sons** and **Davie Shipbuilding** at Lauzon. These agreements include wage increases amounting to 24 cents an hour over three years. Contract negotiations in Montreal continued between the union and **Canadian Vickers** during June; one of the issues in dispute was a contracting-out clause requested by the union. Early in July about 900 employees of Canadian Vickers went on strike.

In Ontario, a strike at **Collingwood Shipyards** was averted in June by a settlement with the **Steelworkers**. The settlement grants a total wage increase of 17 cents an hour over three years. The company also agreed to contribute a maximum of \$26 a month toward the cost of hospital, medical, life insurance and sick pay plans.

The new agreement at Collingwood Shipyards is believed to be the first contract that includes a commitment by the company to pay the employees' share of the proposed Canada Pension Plan. To cover the employees' contribution, Collingwood Shipyards will allocate 4 cents an hour beginning October 1, 1966.

During the second quarter, the **Steelworkers** concluded six other major agreements covering 6,000 workers in Quebec, Ontario and Manitoba. Among these were one-year contracts with **Hollinger Consolidated Gold Mines** and **McIntyre Porcupine Mines** that include settlement pay of \$25 and a wage increase of 6½ cents an hour. At Hollinger, permanent employees affected by an impending shutdown within a year are to receive 2 cents an hour additional for hours worked from June 17, 1964 and severance pay of \$40 per year of service.

The **Steelworkers** began bargaining in May with **Algoma Steel Corporation** and **Steel Company of Canada** for the renewal of contracts that expire July 31.

In June, a conciliation board was established to assist in negotiations for the **Steelworkers'** first agreement with the **International Nickel Company** at Thompson, Man., where the Mine, Mill and Smelter Workers were decertified in June 1962. The company's agreement with the decertified union had expired February 29, 1964. The **Steelworkers** were seeking a two-year agreement that would expire at the same time as agreements with Inco at Port Colborne and Sudbury, Ont.

In the electrical products sector, collective bargaining during the quarter produced seven major agreements covering nearly 13,000 plant workers in Ontario and Quebec.

A two-year contract was negotiated in April by the **Northern Electric Employee**

**Association** and **Northern Electric** in London which provides for a general wage increase of 12 cents an hour and additional adjustments of 2 to 4 cents an hour for skilled workers.

In May, two-year agreements were signed by the **IUE** and **Automatic Electric**, Brockville, and by the **IBEW** and **Philips Electronics**, Leaside. The agreement with Automatic Electric provides for a wage increase of 6 per cent, averaging 11½ cents an hour during the life of the contract, and improvements in employee benefits. Under the agreement with Philips Electronics, wage increases vary from 8 to 18 cents an hour, and provision is made for improved pension and sickness and accident benefits. The contract also includes a new clause for four weeks vacation after 25 years of service.

A two-and-a-half year agreement was concluded near the end of May by **United Mine Workers District 50** and **Smith and Stone**, Georgetown, after a seven-week work stoppage. Included in this agreement are three wage increases of 3 per cent.

In June, the **UE** and **Canadian Westinghouse** at Hamilton concluded a three-year agreement covering 3,500 employees that grants a general wage increase of 18 cents an hour over the term of the contract, two incremental increases of 0.4 cents and special adjustments for lower labour grades. Also provided for in the new agreement is additional life insurance, a new disability benefit plan superseding a previous arrangement, a jury duty supplement, shorter qualifying periods for vacations, amendments to company-paid surgical and medical insurance plans, and a plan to insure the lives of employees while travelling on company business.

Of particular importance to employees laid off is a commitment by the company to pay for medical coverage for one and a half months and to share half the cost of this insurance for the remaining time up to six months. The company will also arrange for surgical and basic medical insurance up to \$1,000 for pensioners and their spouses combined at no cost to the pensioner.

The **IUE** in June signed a three-year contract with **Canadian General Electric** that covers 5,500 workers in Toronto, Peterborough and Guelph. It provides for a general wage increase of 18 cents an hour (with an additional 2 cents an hour for employees at Guelph), an improved medical-surgical plan, higher company contributions toward life insurance, shorter qualifying periods for annual vacations, and medical insurance up to \$4,000 for pensioners. The company agreed, moreover, to negotiate an



income-extension plan for employees laid off as a result of plant closings.

Another three-year agreement concluded in June by the IUE was with **Tamper Limited**, a division of Canada Iron Foundries in Lachine, Que. In addition to a general wage increase of 16 cents an hour, the contract provides for an increase in the increment between labour grades from 8½ to 8½ cents, for shorter qualifying periods for vacation benefits, higher weekly indemnities, and improvements in medical insurance.

Two major three-year agreements were concluded in the railway industry during the quarter. The **CPR** and the **Brotherhood of Locomotive Firemen and Enginemen** signed an agreement that provides for wage increases amounting to 4 per cent for employees in freight and yard service and 6½ per cent for workers engaged in passenger and hostling service. The **CNR** and the **Brotherhood of Locomotive Engineers** negotiated an agreement applying to workers in the Prairie and Mountain Regions that gives wage increases of 3½ per cent for road service personnel and of 12 per cent for employees in yard service.

On May 27, the Federal Minister of Labour released the report of the conciliation board constituted in March to deal with matters in dispute between the **Associated Non-Operating Railway Unions** and seven railways (L.G., May, p. 388). The report of the conciliation board was signed by Mr. Justice F. Craig Munroe of the Supreme Court of British Columbia, chairman, and David Lewis, nominee of the unions. A minority report was submitted by A. G. Cooper, nominee of the companies.

The most important matter in dispute during negotiations was the request by the unions for parity in average hourly earnings between the non-operating railway employees and workers in Canadian durable goods manufacturing industries. The railways opposed this request and contended that average hourly earnings of durable goods workers should be compared not only with the non-ops but also with the highly paid railway running trades; and that clerks and certain other classifications in the non-ops bargaining unit should be omitted from comparisons of earnings inasmuch as DBS computations of average hourly earnings in the durable goods industries are based on the wages of production workers only.

All members of the conciliation board observed that boards during the last decade had accepted the durable goods standard as a criterion of wage determination for non-operating railway employees, but they had rejected mechanical or automatic

application of the durable goods standard to the exclusion of other relevant factors. Another observation of the members of the board was that the use of the durable goods standard over the years had not in fact established wage parity, but rather that the average hourly earnings of the non-ops have varied since 1956 from 91.4 to 95.0 per cent of the average hourly earnings in durable goods manufacturing.

The majority report of the conciliation board contained recommendations for a two-year agreement providing for a wage increase of 19.1 cents an hour in the following steps: 6 cents an hour in January 1964, 3 cents an hour in July 1964, 2 per cent in January 1965 and 3 per cent in July 1965.

In the minority report, Mr. Cooper recommended a two-year contract giving wage increases of 12 cents an hour distributed as follows: 3 cents an hour in January 1964, 3 cents an hour in July 1964, 1 per cent in January 1965 and 2 per cent in July 1965.

Dealing with other subjects in dispute, the conciliation board was unanimous in recommending an increase in the weekly indemnity to \$50 from \$40, and provision for life insurance of \$1,500 instead of the current \$1,000. The members recommended no change in the existing proviso that an employee must work both the day before and the day after to qualify for a paid holiday; the union had requested that it be sufficient for an employee to work either the day before or the day after the holiday.

The **Associated Non-Operating Railway Unions** accepted the majority report of the board in June. The railways reserved decision.

Approximately 1,800 members of the **International Longshoremen's Association** in Montreal went on strike June 15 in protest against a decision by eight trustees—four from the ILA and four from the Shipping Federation of Canada—to increase monthly pensions from \$50 to \$56 without first consulting the union membership. The trustees contended that their mandate allowed them to increase benefits from the shipping Federation of Canada-ILA Trust Funds if warranted.

The strike ended two days later when Judge René Lippé, appointed last October to enquire into the administration and operation of the trust funds, suggested a return to work, formation of a consulting committee to assist the trustees, and representation on the board of trustees from the ILA local at Three Rivers.

On June 12, a seven-week work stoppage at St. John's ended when the **Newfoundland Employers' Association** and the **Longshoremen's Protective Union** agreed to abide by

an interim arrangement extending for three months wages and working conditions that existed before the work stoppage. The federal Government, in the meantime, undertook to appoint an industrial inquiry commission to examine operating conditions in the port of St. John's. The Government of Newfoundland agreed to support sound and reasonable recommendations for efficiency and economical operation of the port of St. John's that might be made by the commission, and to assist longshoremen and their families who might be affected unfavourably by greater efficiency in port operations. Later in the month, Judge A. H. McKinnon was appointed industrial inquiry commissioner.

The longshoremen went on strike April 24 after the shipping companies had instructed their vessels to no longer use the port of St. John's until a settlement was reached with the union. A conciliation board that had been constituted in March did not bring about a settlement.

The conciliation board reported (L.G., May, p. 398) that the proposals of the employers during negotiations were designed, by more efficient use of manpower, to reduce the cost per ton of freight handled. To accomplish this, the companies sought to reduce gang sizes, increase sling loads, abolish restrictive work practices, and to introduce new equipment and methods of operation. One of the firms, Clarke Steamship Company, was planning to introduce on its Montreal-St. John's service in 1965 a side-port vessel equipped for more highly mechanized cargo handling.

The employers also wished to limit the longshore labour force to workers who could be considered as regular longshoremen and who could be offered substantially full-time employment. In return, the companies were prepared to offer a wage increase of 12 cents an hour over three years and to increase their contribution toward the union welfare fund from 16 cents to 32 cents an hour for pensions that would allow accelerated retirement of longshoremen.

The Union acknowledged the inevitability of modernization and mechanization in the industry but sought to preserve many of the existing practices and opposed the introduction of a side-port vessel. The Union and the companies agreed to a reduction in gang size from 26 to 21, but disagreed on the number of gangs to be used.

The Union was against limiting the longshore labour force and proposed, as a measure to spread available work evenly among all registered members, a system of port-wide rotation of gangs. The companies maintained that port-wide rotation would lead to inefficiency and lower income per

man. The employers proposed a parent gang system, which would involve rotation of gangs on individual premises or groups of premises and would permit each employer to engage workers accustomed to the peculiarities of its operations.

The conciliation board attributed the difficulties in resolving employment problems in the St. John's longshoring industry to underlying weaknesses in the Newfoundland economy and certain effects of public policy. In its report, the board commented that modernization and mechanization and a decline in traffic have reduced the demand for longshoremen at St. John's; that lack of alternative skills have inhibited transfer to other lines of work; that low earnings and lack of alternative work have given the longshoremen no incentive toward productive effort and have prompted them to stretch the work and to resist labour-saving techniques.

The members of the board observed that traffic in St. John's has declined, partly because of government assistance to rival means of transportation, and also because low productivity and decreasing volume of traffic have made St. John's a high-cost port. The board stated further that the long-run solution to the problems of operation at St. John's required a small but efficient and well-paid force of longshoremen using the most modern equipment and techniques.

The conciliation board unanimously recommended, besides the wage increases and contributions toward the pension fund offered by the companies, certain amendments to work rules, an agreement covering operations other than those of side-port vessels, arrangement of gangs of 21 men into three groups with rotation within each group. The board suggested also that all LSPU members be assigned to a gang initially and that names be struck off upon retirement, resignation or repeated failure to report for work (except in case of illness or absence on compassionate grounds). The board also recommended a government inquiry into the implications for waterfront operations in St. John's of the introduction of side-port vessels.

A bargaining committee representing 26 Great Lakes shipping companies was formed in April to conduct negotiations with the Seafarers' International Union. The SIU was asking for a wage increase of 17 per cent, improved employee benefits, and a portable pension plan for unlicensed seamen. Approximately 2,000 seamen were to be affected by these negotiations.

On June 15 a lockout occurred at the Dupuis Freres department store in Montreal. About 950 workers, represented by the



**Commerce and Office Employees' Union**, were idled. The union had asked for a wage increase of \$10 a week over two years and the company had offered \$6 a week in a three-year contract. The dispute remained unsettled at the end of the month.

In the logging and sawmilling industry in British Columbia, a two-year agreement covering 27,000 woods employees was concluded in June by **Forest Industrial Relations**, bargaining agent of companies along the coast, and the **International Woodworkers of America**. The new agreement comprises general wage increases of 15 cents an hour in June 1964 and 13 cents an hour the following year, and, for tradesmen, an additional 15 cents an hour the first year of the contract. The terms were accepted in a referendum by seven of the eight locals that had been bargaining with the companies; the Vancouver local dissented.

The IWA in June opened negotiations with the **Interior Forest Labour Relations Association**, bargaining agent of firms in the southern interior of British Columbia, and with the **Northern Interior Lumbermen's Association**. Proposals of the union included wage parity with woods workers along the coast.

In the British Columbia pulp and paper industry, the **Pulp and Paper Industrial Relations Bureau** negotiated a Standard Labour Contract with the **Pulp and Paper Mill Workers** and a B.C. Labour Agreement with the **Papermakers**. These agreements, of one years' duration, cover approximately 5,200 workers and provide for a general wage increase of 5 per cent, classification adjustments, an increase in shift premiums, jury duty pay, bereavement leave, a job evaluation plan and an apprenticeship training programme.

Parties to the B.C. Labour Agreement are MacMillan, Bloedel and Powell River,

Crown Zellerbach of Canada and Elk Falls Company. The Standard Labour Contract applies, in addition to these companies, to Canadian Forest Products and Rayonier Canada Limited.

In the eastern Canadian pulp and paper industry, seven new agreements covering nearly 6,900 workers were negotiated. Three of these contracts—two negotiated in Quebec by the **Pulp and Paper Workers' Federation** and **Domtar Pulp and Paper**, and one by the **Pulp and Paper Mill Workers and Rolland Paper**—are for a term of two years. In Ontario, the Pulp and Paper Mill Workers concluded one-year agreements covering employees of **Domtar Pulp and Paper (Howard Smith Paper Division)**, **Kimberly-Clark**, **Spruce Falls Power and Paper** and **Ontario-Minnesota Paper**.

Except for the last two companies, all firms granted general wage increases in their contracts as well as other improvements. At Spruce Falls Power and Paper, the terms of settlement included changes in shift premiums, vacation clauses, sick leave provisions and higher company contributions toward medical and hospital insurance. Ontario-Minnesota Paper agreed to amendments, effective for five years, to its pension plan.

Negotiations in the textile industry in Quebec resulted in three major contracts covering 7,700 workers. These contracts are to be in force for two years, expiring in February 1966. They provide for settlement pay of \$55; hourly wage increases of 14½ cents for bonus workers, 18 cents for hourly workers, and 30 cents for tradesmen; changes in vacation pay schedules and in bereavement leave clauses. The parties to these settlements are the **Textile Federation** and the Drummondville, Magog, Montmorency and Sherbrooke plants of **Dominion Textile**; and the **United Textile Workers** and **Dominion Textile**, Montreal, and **Montreal Cottons**, Valleyfield.

# Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

## Part I—Agreements Expiring During August, September and October

(except those under negotiation in July)

Company and Location	Union
Alberta Government Telephones .....	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones .....	IBEW (AFL-CIO/CLC) (traffic empl.)
Bata Shoe, Batawa, Ont. ....	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que. ....	Machinists (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que. ....	Glass Bottle Blowers (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont. ....	UE (Ind.)
Dominion Bridge, Lachine & Longue Pointe, Que. ....	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont. ....	Mine Wkrs. (Ind.)
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Northern Electric (western region), Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Saskatchewan Govt. Telephones .....	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Government .....	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide .....	Teamsters (Ind.)

## Part II—Negotiations in Progress During July

(except those concluded in July)

### Bargaining

Company and Location	Union
Abitibi Power & Paper, northern Ontario .....	Carpenters (Lumber & Sawmill Wkrs. (AFL- CIO/CLC)
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Associated Clothing Mfrs., Montreal, Que. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B. ....	Bakery Wkrs. (CLC)
B.C. Hydro & Power Authority .....	Street Railway Empl. (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), western Canada .....	Packinghouse Wkrs. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Canada Safeway, Loblaw's, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, I.G.A., Lob- law's & others, B.C. ....	Retail Clerks (AFL-CIO/CLC)
Canada Wire & Cable, Leaside, Ont. ....	UE (Ind.)
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cloak Mfrs. Assn., Toronto, Ont. ....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Continental Can, Chatham and Toronto, Ont., & Vancouver, B.C. ....	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
General Steel Wares & Easy Washing Machine, London and Toronto, Ont., & Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)



Company and Location	Union
Great Lakes Paper, Fort William, Ont. ....	Carpenters (Lumber & Sawmill Wks. (AFL-CIO/CLC)
Hopital Notre Dame, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hopital Ste. Jeanne d'Arc, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hopital Ste. Justine, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hospitals (7), Montreal & other centres, Que. ....	Service Empl. Federation (CNTU)
Hotel Dieu de Montreal, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hydro-Electric Power Commission of Ontario ..	Public Empl. (CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que. ....	Packinghouse Wks. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont. ....	Millers (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Montreal Transportation Commission, Montreal, Que. ....	Railway, Transport & General Wks. (CLC)
New Brunswick Telephone .....	IBEW (AFL-CIO/CLC) (traffic empl.)
Northern Forest Products, Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wks.) (AFL-CIO/CLC)
Okanagan Federated Shippers' Assn., Okanagan Valley, B.C. ....	CLC-chartered local
Outboard Marine, Peterborough, Ont. ....	Steelworkers (AFL-CIO/CLC)
Pacific Press, Vancouver, B.C. ....	Newspaper Guild (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Royal Victoria Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Sask. Wheat Pool (Country Elevator Div.), Sask. ....	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Spruce Falls Power & Paper, Kapuskasing, Ont. ....	Carpenters (Lumber & Sawmill Wks.) (AFL-CIO/CLC)
Steel Co. of Canada (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local

### Conciliation Officer

Air Canada .....	Machinists (AFL-CIO/CLC)
Aluminum Co. of Canada, Arvida & other centres, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que. ....	Metal Trades' Federation (CNTU)
Assn. Patronale du Commerce (Hardware), Quebec, Que. ....	Commerce & Office Empl. (CNTU)
B.C. Telephone .....	B.C. Telephone Wks. (Ind.)
Carling, Labatt's, Molson, O'Keefe & other breweries, Winnipeg, Man. ....	Brewery Wks. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide .....	Packinghouse Wks. (AFL-CIO/CLC)
CBC, company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que. ....	IUE (AFL-CIO/CLC)
Cdn. Lake Carriers' Negotiating Committee, Ont. & Que. ....	Seafarers (AFL-CIO)
Celgar Limited, Watson Island, B.C. ....	Pulp & Paper Wks. of Canada (Ind.)
Coal Operators' Assn., Alta. & B.C. ....	Mine Wks. (Ind.)
Courtaulds Canada, Cornwall, Ont. ....	Textile Wks. Union (AFL-CIO/CLC)
Dominion Stores, Hamilton & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Interior Forest Labour Relations Assn., southern B.C. ....	Woodworkers (AFL-CIO/CLC)
John Murdock, St. Raymond, Que. ....	Bush Wks., Farmers' Union (Ind.)
Motor Transport Industrial Relations Bureau (car carriers), Ont. & Que. ....	Teamsters (Ind.)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont. ....	Butcher Workmen (AFL-CIO/CLC)
RCA Victor, Montreal, Que. ....	IUE (AFL-CIO/CLC)
Swift Cdn. (6 plants), Canada-wide .....	Packinghouse Wks. (AFL-CIO/CLC)
Toronto City, Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto City, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (outside empl.)

## Conciliation Board

Company and Location	Union
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld. ....	Carpenters (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que. ....	Clothing Workers' Federation (CNTU)
International Nickel, Thompson, Man. ....	Steelworkers (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)

### Post-Conciliation Bargaining

No cases during July

### Industrial Inquiry Commission

Nfld. Employers' Assn., St. John's Nfld. .... Longshoremen's Protective Union (Ind.)

### Mediation Board

Manitoba Telephone ..... IBEW (AFL-CIO/CLC) (traffic empl.)

### Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que. ....	Service Empl. Federation (CNTU)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Ottawa City, Ont. ....	Public Empl. (CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (outside empl.)

### Work Stoppage

No cases during July

## Part III—Settlements Reached During July

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ANGLO-NFLD. DEVELOPMENT, GRAND FALLS, NFLD.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & MACHINISTS (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—wage increases of 7¢ an hr. for mechanical trades and of 4¢ an hr. for other classifications; improvements in pension plan; rate for labourer \$2.18 an hr.; agreement to expire May 1, 1965.

AUTO DEALERS, GARAGES (VARIOUS), VANCOUVER, B.C.—MACHINISTS (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of 15¢ an hr. retroactive to April 1, 1964, 12¢ an hr. eff. Dec. 1, 1964, 9¢ an hr. eff. Aug. 1, 1965 and 9¢ an hr. eff. March 31, 1966 for journeymen; wage increases of 4% retroactive to April 1, 1964, 3% eff. April 1, 1965 and 3% eff. April 1, 1966 for other classifications; rate for car jockey will be \$54.75 a wk. after April 1, 1966; agreement to expire March 31, 1967.

BAKERIES (VARIOUS), GREATER VANCOUVER, B.C.—BAKERY WKRS. (CLC): 3-yr. agreement covering 550 empl.—wage increases of \$5.25 a wk. retroactive to June 1, 1964, \$5.25 a wk. eff. June 1, 1965 and \$5.25 a wk. eff. June 1, 1966; 4 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); rate for female finisher and cake wrapper will be \$96.55 a wk. after June 1, 1966; agreement to expire May 31, 1967.

B.C. HOTELS ASSN., VANCOUVER, B.C.—HOTEL EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—wage increases of 6¢ an hr. retroactive to May 1, 1964, 6¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. May 1, 1966 for empl. of Class "AB" hotels; wage increases of 5¢ an hr. retroactive to May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 5¢ an hr. eff. May 1, 1966 for empl. of Class "B" hotels; wage increases of 3¢ an hr. retroactive to May 1, 1964, 3¢ an hr. eff. May 1, 1965 and 4¢ an hr. eff. May 1, 1966 for empl. of Class "C" hotels; 4 wks. vacation after 8 yrs. of service for empl. of Class "AB" hotels; agreement to expire April 30, 1967.

CANADA BUILDING MATERIALS & OTHER READY MIX CONCRETE COMPANIES, TORONTO, ONT.—TEAMSTERS (IND.): 3-yr. agreement covering 800 empl.—wage increases of 8¢ an hr. eff. April 1, 1964, 7¢ an hr. eff. April 1, 1965 and 10¢ an hr. eff. April 1, 1966; work day to be 9½ hrs. eff. July 28, 1964 and 9 hrs. eff. April 5, 1965 (at present 10 hrs.); 6 paid holidays (formerly 4); rate for driver will be \$2.60 an hr. after April 1, 1966; agreement to expire March 3, 1967.

CNR, CPR & OTHER RAILWAYS—15 UNIONS (NON-OPERATING EMPL.): 2-yr. agreement covering 100,000 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1964, 3¢ an hr. eff. July 1, 1964, 2% eff. Jan. 1, 1965 and 3% eff. July 1, 1965; weekly sickness and accident indemnity increased to \$50 eff. July 1, 1964 (formerly \$40); life insurance increased to \$1,500 (formerly \$1,000) eff. July 1, 1964; agreement to expire Dec. 31, 1965.

CPR, SYSTEM-WIDE—TRAINMEN (AFL-CIO/CLC) (DINING CAR STAFF): 2-yr. agreement covering 750 empl.—wage increases of \$12.48 a mo. retroactive to June 1, 1964, \$6.24 a mo. eff. Dec. 1, 1964, 2% eff. May 31, 1965 and 3% eff. Dec. 1, 1965; agreement to expire May 31, 1966.



CDN. VICKERS, MONTREAL, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 900 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1964, 5¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. Jan. 1, 1966; additional classification adjustments; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); improvements in pension plan; company to pay 50% of group life insurance premiums; rate for labourer will be \$2.06 an hr. after Jan. 1, 1966; agreement to expire Dec. 31, 1966.

CDN. VICKERS, (ENGINEERING DIV.), MONTREAL, QUE.—BOILERMAKERS (AFL-CIO/CLC), MACHINISTS (AFL-CIO/CLC), SHEET METAL WKRS. (AFL-CIO/CLC) & PLUMBERS (AFL-CIO/CLC): 3-yr. agreement covering 580 empl.—wage increases of 8¢ an hr. retroactive to March 6, 1964, 8¢ an hr. eff. March 6, 1965 and 8¢ an hr. eff. March 6, 1966; additional classification adjustments; 3 wks. vacation after 14 yrs. of service in 1964 and after 12 yrs. in 1965; company to pay 50% of the group life insurance premiums; agreement to expire March 5, 1967.

CONSOLIDATED MINING & SMELTING, KIMBERLEY & TRAIL, B.C.—MINE, MILL & SMELTER WKRS. (IND.): 28-mo. agreement covering 4,000 empl.—general wage increases of 10¢ an hr. retroactive to March 1, 1964 and 10¢ an hr. eff. March 1, 1965; additional adjustments of 7¢ an hr. for painters and journeymen tradesmen, and 6½¢ an hr. for labourer; additional classification adjustments of 1¢ to 11¢ an hr. retroactive to March 1, 1964 and of ½¢ to 4½¢ an hr. eff. March 1, 1965; work week to average 40 hrs. (formerly 40 to 42 hrs.); premium of 20¢ an hr. for regularly assigned shifts on Saturday & Sunday; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); maintenance of rate provision introduced—empl. with 10 or more yrs. of service will not be demoted by reason of technological change by more than one wage grade; rate for labourer will be \$2.24½ an hr. after March 1, 1965; agreement to expire June 30, 1966.

DOMINION STEEL & COAL (HALIFAX SHIPYARDS), HALIFAX & DARTMOUTH, N.S.—MARINE WKRS. (CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 8¢ an hr. retroactive to May 1, 1964, 4¢ an hr. eff. May 1, 1965, 4¢ an hr. eff. Nov. 1, 1965, 4¢ an hr. eff. May 1, 1966 and 4¢ an hr. eff. Nov. 1, 1966; additional 5¢ an hr. for charge hands supervising 15 or more empl. and 7¢ an hr. for lead hands supervising 5 to 14 empl.; 1 wk. vacation after 6 mo. of service (formerly after 1 yr.); improvements in pensions & welfare plans; rate for labourer will be \$1.88 an hr. after Nov. 1, 1966; agreement to expire April 30, 1967.

DUPUIS FRERES, MONTREAL, QUE.—COMMERCE & OFFICE EMPL. (CNTU): 3-yr. agreement covering 800 empl.—general wage increases of \$3 a wk. retroactive to Feb. 1, 1964, \$3 a wk. eff. Feb. 1, 1965, \$3 a wk. eff. Feb. 1, 1966 and \$1 a wk. eff. Aug. 1, 1966; 3 wks. vacation after 5 yrs. of service eff. in 1965 (at present after 10 yrs.); bereavement leave of 3 days (formerly 1 day); agreement to expire Jan 31, 1967.

FISHERIES ASSN. OF B.C.—UNITED FISHERMEN (IND.) (TENDERMEN): 1-yr. agreement covering 650 empl.—general wage increase of 4%; rate for cook-deck hand (Class "A" vessel under 15 tons) \$363.25 a mo.; agreement to expire April 15, 1965.

FISHERIES ASSN. OF B.C.—UNITED FISHERMEN (IND.) & NATIVE BROTHERHOOD (IND.) (CANNING & COLD STORAGE EMPL.): 1-yr. agreement covering 4,000 empl.—general wage increase of 4%; additional classification adjustments amounting to 2%; rate for casual male labourer will be \$2.02 an hr.; agreement to expire April 15, 1965.

HAMILTON COTTON & SUBSIDIARIES, HAMILTON, DUNDAS & TRENTON, ONT.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 2-yr. agreement covering 850 empl.—hourly wage increases of 7¢, 10¢ and 14¢, depending on job group, for male empl. and 6¢ for female empl. eff. July 13, 1964; hourly wage increases of 5¢, 8¢ and 12¢, depending on job group, for male empl. and 4¢ for female empl. eff. July 13, 1965; weekly sickness and accident benefits of \$20 and \$30 for female and male empl. respectively eff. in 1965 (at present \$15 and \$25); company to increase in 1965 monthly contributions toward Ontario hospital insurance to \$1.25 (at present \$1.10) for single empl. and \$4 (at present \$2.20) for married empl.; company to pay amended P.S.I. premiums; provision for bereavement leave of 3 days to be introduced in 1965; rate for labourer will be \$1.35 an hr. after July 13, 1965; agreement to expire July 12, 1966.

IMPERIAL TOBACCO & SUBSIDIARIES, ONT. & QUE.—TOBACCO WKRS. (AFL-CIO/CLC): terms of settlement not immediately available.

KELLY, DOUGLAS & CO., VANCOUVER & OTHER CENTRES, B.C.—EMPL. ASS. (IND.): 3-yr. agreement covering 700 empl.—wage increases of 6¢ an hr. for warehousemen and production empl., and 3¢ an hr. for office empl. retroactive to Dec. 1, 1963; 7¢ an hr. for warehousemen, 6¢ an hr. for production empl. and 4¢ an hr. for office empl. eff. Dec. 1, 1964; and 9¢ an hr. for warehousemen, 8¢ an hr. for production empl. and 6¢ an hr. for office empl. eff. Dec. 1, 1965; work week to be 37½ hrs. eff. Aug. 10, 1964 (formerly 40 hrs.); rate for warehousemen will be \$2.52½ an hr. after Dec. 1, 1965; agreement to expire Nov. 30, 1966.

NORTHERN INTERIOR LUMBERMEN'S ASSN., B.C.—WOODWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—general wage increases of 10¢ an hr. eff. Sept. 1, 1964, 9¢ an hr. eff. June 1, 1965, 9¢ an hr. eff. March 1, 1966 and 9¢ an hr. eff. Dec. 1, 1966; additional wage increases of 10¢ an hr. eff. Sept. 1, 1964 and 10¢ an hr. eff. June 1, 1965 for tradesmen; 9 paid holidays (formerly 8); 4 wks. vacation after 20 yrs. of service (no previous provision); time and a half to be paid for all Sunday work (formerly only if Sunday was one of two designated rest days); rate for labourer will be \$2.26 an hr. after Dec. 1, 1966; agreement to expire August 31, 1967.

UNITED KENO HILL MINES, ELSA, Y.T.—MINE, MILL & SMELTER WKRS. (IND.): 2-yr. agreement covering 600 empl.—wage increases averaging 9½¢ an hr. eff. July 1, 1964 and 9½¢ an hr. eff. July 1, 1965; additional classification adjustments amounting to 1½¢ an hr. eff. July 1, 1964; vacation pay to be calculated on gross earnings (formerly on base rate pay); agreement to expire June 30, 1966.

## 48th International Labour Conference

*Six new international instruments adopted by record number of delegates. In addition, session adopts two amendments to ILO constitution and declaration concerning policy of apartheid*

The 48th Session of the International Labour Conference, held in Geneva from June 17 to July 9, adopted six new international instruments, three Conventions and three Recommendations. The new standards bring the total of Conventions enacted since 1919 to 122, and the total of Recommendations to the same figure.

The six new instruments are:

—a Convention and a Recommendation on Employment Policy;

—a Convention and a Recommendation on Benefits in Case of Industrial Accidents and Occupational Diseases;

—a Convention and a Recommendation on Hygiene in Commerce and Offices.

In addition, the achievements of the 48th Session included:

—Adoption of a declaration concerning the policy of *apartheid* of the Republic of South Africa and approval of an ILO program for the elimination of *apartheid* in labour matters in the Republic of South Africa.

—Adoption of two amendments to the ILO Constitution providing for the suspension and expulsion of a member country

suspended or expelled from the United Nations or practising *apartheid*.

—Adoption of conclusions to serve as the basis for a Recommendation on the employment of women with family responsibilities and adoption of four resolutions on various aspects of women's work.

—Adoption of conclusions to serve as the basis for two Conventions and two Recommendations on the employment of young persons in underground work in mines of all kinds.

—Adoption of the ILO budget for 1965, amounting to \$18,684,347.

—Election of the members of the Inter-American Advisory Committee and the African Advisory Committee.

Of the 110 States Members of the International Labour Organization, 102 were represented at the 48th Session. The number of delegates and technical advisers reached a record figure of 1,154. The breakwater was: 196 Government delegates, and 394 advisers; 95 Employers' delegates and 163 advisers; and 95 Workers' delegates and 211 advisers.

The 27-member Canadian delegation was described in the June number, page 572.

### ADOPTION OF NEW INTERNATIONAL LABOUR STANDARDS

#### Employment Policy

##### *Convention*

The Convention concerning employment policy (full text on page 690) was adopted by 206 votes in favour, 54 against and 37 abstentions. It defines the objectives of employment policy.

It states that "with a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each Member should declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment."

The Convention states that this policy shall aim at ensuring that:

—there is work for all who are available for and seeking work;

—such work is as productive as possible;

—there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use

his skills and endowments in a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

The text states that the active policy shall take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives.

In the application of this Convention, representatives of the persons affected by the measures to be taken, and in particular representatives of employers and workers "shall be consulted concerning employment policies, with a view to taking fully into account their experience and views and securing their full co-operation in formulating and enlisting support for such policies."

##### *Recommendation*

The Recommendation, adopted by 275 votes in favour, 0 votes against and 10 abstentions, restates the general principles of the Convention and includes a number of more detailed provisions concerning:



—general principles of employment policy;

—general and selective measures of employment policy;

—employment problems associated with economic underdevelopment;

—action by employers and workers and their organizations;

—international action to promote employment objectives.

An annex to the Recommendation contains suggestions concerning methods of application, including general and selective methods of employment policy and, secondly, employment problems associated with economic underdevelopment.

#### *Resolutions*

The Conference adopted a resolution concerning the Activities of the International Labour Organization in Employment Policy. The Conference stated that action by Member States to implement the Convention and the Recommendation should be supplemented by the technical co-operation of the International Labour Organization.

The resolution listed a number of forms that these technical co-operation activities should take: the provision of experts, as well as technical manuals, other documentation and teaching materials; research into employment problems and policies; assistance to Member States in organizing regional meetings for the exchange of experience on employment problems and policies.

The resolution further recommended that the ILO should seek the active co-operation of the employers' and workers' organizations in the countries concerned in the preparation and implementation of such activities.

The Conference adopted a further resolution concerning International Action for the Promotion of Employment Objectives. The resolution made a number of suggestions concerning, in particular, the conclusion of agreements ensuring greater stability at equitable and remunerative prices in the markets for primary commodities, the discontinuation of discriminatory restrictions on foreign trade, public and private loans and grants from industrialized countries to developing countries with a view to increasing production and employment, and the utilization of food aid to promote employment.

### **Industrial Accidents, Occupational Diseases**

#### *Convention*

The Convention concerning benefits in case of industrial accidents and occupational diseases (full text on page 697) was adopted with 239 votes in favour, 6 against and 65 abstentions.

The Convention states that "National legislation concerning employment injury benefits shall protect all employees, including apprentices, in the public and private sectors, including co-operatives, and, in respect of the death of the breadwinner, prescribed categories of beneficiaries."

The Convention covers the following contingencies where due to an industrial injury:

—a morbid condition;

—incapacity for work resulting from such condition and involving suspension of earnings;

—total loss of earning capacity or partial loss thereof in excess of a prescribed degree, likely to be permanent;

—the loss of support suffered by prescribed categories of beneficiaries as the result of the death of the breadwinner.

The Convention states that each Member shall secure to the persons protected the provision of medical care and allied benefits in respect of a morbid condition, and cash benefits in respect of the contingencies specified in the Convention.

#### *Recommendation*

The Recommendation concerning Benefits in the Case of Employment Injury (full text on page 704) was adopted by 231 votes in favour, 8 against and 55 abstentions.

### **Hygiene in Commerce and Offices**

The Conference adopted a Convention concerning Hygiene in Commerce and Offices, with 311 votes in favour, 0 against and 5 abstentions.

The Convention (full text on page 705) states that each Member that ratifies the Convention undertakes to maintain in force laws or regulations that ensure the application of the General Principles set forth in the Convention, and also to give such effect, as may be possible and desirable under national conditions, to the provision of a Supplementary Recommendation, or to equivalent provisions.

It states that the laws giving effect to the provisions of the Convention shall be framed after consultation with the representative organizations of employers and workers concerned, where such exist.

The General Principles stated in the Convention cover the following points: maintenance and cleanliness; ventilation and air purification; lighting; temperature; layout of workplaces and work-stations; drinking water; washing facilities and sanitary conveniences; seats; facilities for changing, leaving and drying clothing; underground or windowless premises; obnoxious, unhealthy or toxic substances, processes and techniques; noise and vibrations; and first aid.

The Convention applies to: trading establishments; establishments, institutions and administrative services in which the workers are mainly engaged in office work; and, in certain specific cases any departments of other establishments, institutions or administrative services in which the workers are mainly engaged in commerce or office work.

#### *Supplementary Recommendation*

The Conference adopted a supplementary Recommendation concerning Hygiene in

Commerce and Offices (full text on page 707) by 312 votes in favour, 0 against and 3 abstentions.

The Recommendation includes detailed provisions related to all the General Principles of the Convention, and the following additional subjects: methods and pace of work, mess rooms, rest rooms, planning and construction, measures against the spread of diseases, instruction in hygiene measures, co-operation in the field of hygiene, and control of enforcement.

### PREPARATION OF NEW INTERNATIONAL STANDARDS

With a view to the preparation of new international labour standards, the Conference examined, in first discussion, two items: Women Workers in a Changing World, and the Employment of Young Persons in Work Underground in Mines of All Kinds.

The conclusions adopted by the Conference will serve as the basis for the preparation, after consultation with governments, of draft instruments to be submitted to next year's session for final decision.

#### **Employment of Women**

The Conference adopted conclusions to serve as the basis of a proposed Recommendation concerning the Employment of Women with Family Responsibilities and four resolutions on women workers: a resolution concerning women workers in a changing world, a resolution concerning the economic and social advancement of women in developing countries, a resolution concerning part-time employment and a resolution concerning maternity protection.

The general principle of the proposed Recommendation states that the competent authorities should, in co-operation with all the public and private organizations concerned and in accordance with national and local needs and possibilities, encourage and facilitate the development of appropriate policies and services directed toward enabling women with family responsibilities who need or choose to work outside their homes to do so without being subject to discrimination.

Other conclusions proposed for inclusion in this new international instrument provide for:

- public information and education concerning the problems of women with family responsibilities;

- the development and organization of child-care services and facilities;

- measures to facilitate entry into employment or re-entry after a comparatively long period of absence of women workers.

#### **Employment of Young Persons**

The Conference adopted conclusions to serve as the basis of four proposed international instruments regulating the employment of young persons in underground work in mines of all kinds. The proposed international instruments are a Convention and a supplementary Recommendation concerning the Minimum Age for Admission to Employment in Underground Work in Mines of All Kinds, a Convention concerning Medical Examination of Young Persons for Fitness for Employment in Underground Work in Mines of All Kinds and a further Recommendation on certain other provisions concerning such employment.

The principal conclusion proposed for inclusion in the Minimum Age Convention provided that persons under a specified minimum age—in no case less than 16 years—shall not be employed or work underground in mines.

The Conference agreed the supplementary Recommendation should provide for the progressive raising of the minimum age for admission to employment underground. The objective should be a minimum age of 18 years, and where the minimum age is less than 16 years, immediate steps should be taken to raise it to that.

The proposed Recommendation should provide for measures to meet the problems of persons too young for employment underground because the minimum age for admission to such employment is higher than the minimum school-leaving age.

The proposed Convention concerning Medical Examination provides that a thorough medical examination and periodic re-examination, at intervals of not more than one year, shall be required for the employment underground in mines of persons under 21 years of age.



## QUESTIONS CONCERNING SOUTH AFRICA

Consideration by the Conference of the questions posed by South Africa's policy of *apartheid* led to the adoption of a Declaration concerning *apartheid* and of two international instruments for the amendment of the ILO Constitution.

### Declaration concerning Apartheid

The Conference adopted by acclamation a Declaration concerning the Policy of *Apartheid* of the Republic of South Africa and approved the terms of an ILO Program for the Elimination of *Apartheid* in Labour Matters.

The Declaration summons South Africa to respect human freedom and dignity in accordance with its solemn undertakings and, in particular, to repeal all statutory discrimination on grounds of race in employment and occupation. It appeals to the governments, employers and workers of all ILO member countries to apply all appropriate measures to induce South Africa to abandon *apartheid*.

In respect of each of the matters considered the document describes the present situation (particularly in terms of the applicable laws and regulations), summarizes the findings of authoritative ILO bodies, and indicates specific changes in existing legislation to make the elimination of *apartheid* effective. The recommendations for action contained in the Program were approved by the Conference.

## CANADIAN PARTICIPATION

### Minister of Labour

Canada will contribute \$450,000 to two ILO programs over the next five years, Hon. Allan J. MacEachen, Minister of Labour, announced during a brief address to the conference.

The money will go to the International Institute for Labour Studies and the International Centre for Advanced Vocational and Technical Training at Turin.

Canada's contribution to the International Institute for Labour Studies will take two forms, Mr. MacEachen explained. The first part is an outright donation to the endowment fund of \$30,000 a year for the next five years. The second to be earmarked for research, will consist of a sum of \$20,000 a year for five years to be used for grants to Canadian scholars at the Institute.

The Minister stressed his conviction in the benefit of research as an aid to developing sound policies and programs in the labour field "Canadian programs to combat winter unemployment, particularly in the construction industry, to deal with automation and to strengthen the development of manpower resources have originated from

### Two Amendments to Constitution

The Conference adopted two instruments of amendment to the ILO Constitution placed before the Conference by the ILO Governing Body on the recommendation of the Governing Body's special Committee on Questions concerning South Africa.

The first amendment would empower the Conference, by a two-thirds vote, to suspend from participation in its proceedings any member country found by the United Nations to be flagrantly and persistently pursuing by its legislation a declared policy of racial discrimination such as *apartheid*. This amendment, put to a vote by show of hands, was carried by 253 in favour to 24 against with 35 abstentions.

The second amendment would empower the Conference, by a two-thirds vote, to suspend or expel from membership of the ILO any member country having been suspended or expelled by the United Nations. This amendment was carried without opposition when put to a vote by show of hands.

Amendments to the ILO Constitution, adopted by the Conference by a two-thirds vote, take effect when ratified or accepted by two-thirds of the ILO member countries, including five of the ten member countries that hold permanent seats on the Governing Body as being states of chief industrial importance.

research programs, and we feel in Canada that we just could not operate a department of labour without a strong foundation in research. We believe that the same holds true for an international organization working in the labour field."

The presence of Canadian scholars at the Institute for Labour Studies will have a number of advantages for Canada, for the Institute and for the cause of social progress generally, he asserted.

Canada's proposed contribution to the International Centre for Advanced Vocational and Technical Training would amount to \$50,000 a year for a four-year period. The grants are conditional on sufficient contributions from other sources to meet the minimum level of operation of the Centre for the first four years. Mr. MacEachen expressed the hope that the necessary funds would be forthcoming.

### Canadian Government Delegate

The Canadian government delegation welcomed the opportunity for a "searching re-examination" of ILO activities presented by the Director-General's report, G. V. Haythorne, Deputy Minister of Labour and

head of the Canadian government delegation, told the session.

"This has become essential, not only because the ILO has expanded so greatly in membership, but also because the range of its interests and the character of its work are undergoing important changes," he said. Drastic changes in the form of industrialization, resulting from technological progress, increased government involvement, among other factors, plus the dynamic industrial development in many formerly agricultural countries, pose new problems and demand new approaches.

Mr. Haythorne praised the four-point program proposed by the Director-General as the basis for future ILO activities, as flexible enough to include both the traditional areas of ILO work and the new thrusts that must be made in such fields as manpower and employment policy, training and rural development.

Incomes policy, the third general area suggested by the Director-General, would cause the most controversy because of disagreement among the ILO members about the meaning of the term.

"We must think, particularly in our ILO context, of incomes policy with respect to the basic objective of the ILO, namely to raise living standards and to encourage the kind of economic and social development required to achieve this objective," the Deputy Minister said.

He sounded a warning against making economic growth an end in itself, since it does not follow that if economic growth occurs higher standards of living will necessarily result.

Mr. Haythorne went on to suggest that the ILO undertake to study ways of dealing with the problem of uneven economic growth within a country. Canada is working to solve this problem at both the federal and provincial levels, he told the delegates.

"We think, too, that more consideration should be given to the distinctive roles which the workers, employers and the governments should play in each of these program areas. It is being recognized increasingly in many countries that it is only through intelligent and responsible action by each group that we can achieve our fullest national development."

#### **Canadian Worker Delegate**

Steps need to be taken to strengthen the International Labour Organization and to maintain its tripartite nature, said Joseph Morris, Canadian Worker Delegate, during the discussion of the Director-General's Report. Mr. Morris is an Executive Vice-President of the Canadian Labour Congress.

The speaker said that although he agreed that regional conferences of the ILO should be strengthened, he "must reject any tendency to turn over to regional conferences the task of formulating regional ILO standards." The universal character of the ILO has meaning only insofar as it implies the definition of certain minimum standards of social behaviour, applicable to all parts of the world. He described regional standard-setting as a "slippery road" which would detract seriously from the universal nature of the organization.

The Canadian labour spokesman also urged a strengthening of the program for Industrial Committees, which were a forum for international confrontation between representatives of workers' and employers' organizations. The committee facilitated discussion on basic controversial issues, he asserted.

Mr. Morris said he gained the impression that in recent years efforts were being made to avoid this confrontation by minimizing the importance of Industrial Committees. Such a tendency would weaken the whole function of the ILO. There should rather be an enlargement of the committees and their responsibilities in both industrialized and developing countries.

The tripartite nature of the ILO had come under criticism from certain governments, said the speaker.

"We believe in the present tripartite structure of the ILO," stated Mr. Morris. "We feel sure that this, more than anything else, has made the Organization an original and worthwhile international effort, because for the first time in the history of relations between governments the views of voluntary non-governmental organizations have come to be treated in the same way as those of governments."

#### **Canadian Employer Delegate**

Labour relations is the most important area of action for the ILO, Patrick Draper, Canadian employer delegate, asserted during discussion of the Director-General's report. Mr. Draper is Vice-President of Canada Iron Foundries, Limited, Montreal.

"The ILO should continue to promote the development of free and effective labour relations, with full recognition of the fact that such a system is based upon vigorous, independent and responsible employer and worker action."

He called upon labour and management to co-operate in a way consistent with their separate responsibilities. "They must evolve a sense of common purpose, in acknowledgment of the truth that mutual interests, not divergent goals, are the appropriate criteria for the conduct of their relationship."



The tripartite makeup of the ILO "in itself is an acknowledgment of the existence of mutual interests and its successful operation is proof that the aims of employers and workers are not irreconcilable," he told delegates.

Canadian employers consider that a minimum of government involvement in labour relations is desirable, Mr. Draper said.

Incomes policy and automation should not be allowed to take up too large a share of the ILO's financial or personnel resources, the speaker thought, though both might find a place in the organization's program.

The ILO must continue to create international labour legislation, he went on, but ILO instruments should be confined to the statement of "basic principles," such as freedom of association, the right to organize, the right to bargain collectively, and freedom from discrimination in employment. "They are least universal, and so least effective, when they have to do with more specific and less fundamental matters, since adoption to particular economic and social conditions becomes necessary." Regional conferences and Industrial Committees should not be permitted to have legislative authority, he asserted.

Turning to the area of education and vocational training, Mr. Draper said that Canadian employer delegates have always supported these ILO programs, and recognize that they are more important today than ever before. The training of managers and workers in personnel and labour relations policies is a valuable ILO activity, since education is our best hope of wiping out prejudice, he said.

Mr. Draper offered two criticisms of the Conference's operation. Too much time and energy was spent involved in political controversy. "We must not, by hollow works and empty actions, forfeit the approval and support so vital to ILO success," he warned his fellow delegates. Also, he thought the Conference attempted to accomplish far too much in the time available.

"The ILO is being measured and so must measure itself by criteria that are changing as the world society in which it lives and works is changing. Constructive change is the best answer to those who question the future of the ILO."

### Canadian Participation

Government delegates served on conference committees as follows: G. V. Haythorne—steering committee, committee on Article 35 of the Constitution (Chairman); John Mainwaring—steering committee, resolutions committee, committee on

Article 5 of the Constitution, Committee on Declaration concerning Apartheid; W. E. Bauer—standing orders committee, committee on the expulsion and suspension amendments of the Constitution; Saul Rae—resolutions committee, committee on Declaration concerning Apartheid; J. A. Beesley—resolutions committee, committee on the expulsion and suspension amendments of the Constitution; Evelyn Woolner—committee on the application of Conventions and Recommendations; C. R. Ross—committee on hygiene in commerce and offices; J. H. Currie—committee on social security (Reporter); Marion V. Royce—committee on women workers (drafting committee); G. T. Dyer—committee on employment of young persons; R. M. Adams—committee on employment policy.

Worker delegates on committees were: Joseph Morris—committee on the application of Conventions and Recommendations; Kalmen Kaplansky—resolutions committee (vice-chairman); Rene Harmegnies—committee on hygiene in commerce and offices—A. R. Gibbons—committee on social security; Huguette Plamondon—committee on women workers; L. A. Behie—committee on employment of young persons; A. G. Hearn—committee on employment policy.

Employer Delegate Patrick Draper served on the following committee; resolutions committee (substitute J. G. Crean), committee on hygiene in commerce and offices (substitute G. A. Richardson), committee on social security (substitute Peter Stevens), committee on women workers (substitute S. D. McMorran on drafting committee), committee on employment of young persons (substitute J. P. Després), committee on employment policy (substitute Jack Ramage).

Mr. Morris, Worker Delegate, and Sanchez Madariaga, Worker Delegate from Mexico, were co-sponsors of a resolution on "Minimum living standards and their adjustment to the level of economic growth." The resolution was aimed at the "establishment of a dynamic minimum wage level and a dynamic level of social security measures, that is, a level periodically adjusted to the economic growth of a country and to increases in the cost of living."

It called on the Governing Body to request the Director-General to undertake a study of how this goal could be achieved through free collective bargaining and minimum wage legislation. The resolution was adopted by the Conference with a vote of 176 in favour, 1 against, and 17 abstentions.

## Text of Convention Concerning Employment Policy

The General Conference of the International Labour Organization,  
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Considering that the Declaration of Philadelphia recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve full employment and the raising of standards of living, and that the Preamble to the Constitution of the International Labour Organization provides for the prevention of unemployment and the provision of an adequate living wage, and

Considering further that under the terms of the Declaration of Philadelphia it is the responsibility of the International Labour Organization to examine and consider the bearing of economic and financial policies upon employment policy in the light of the fundamental objective that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity," and

Considering that the Universal Declaration of Human Rights provides that "everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment," and

Noting the terms of existing international labour Conventions and Recommendations of direct relevance to employment policy, and in particular of the Employment Service Convention and Recommendation, 1948, the Vocational Guidance Recommendation, 1949, the Vocational Training Recommendation, 1962, and the Discrimination (Employment and Occupation) Convention and Recommendation, 1958, and

Considering that these instruments should be placed in the wider framework of an international program for economic expansion on the basis of full, productive and freely chosen employment, and

Having decided upon the adoption of certain proposals with regard to employment policy, which are included in the eighth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this tenth day of July of the year one thousand nine hundred and sixty-four the following Convention, which may be cited as the Employment Policy Convention, 1964:

### Article 1

1. With a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each Member shall declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.

2. The said policy shall aim at ensuring that—  
(a) there is work for all who are available for and seeking work;

(b) such work is as productive as possible;

(c) there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his

skills and endowments in, a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

3. The said policy shall take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and shall be pursued by methods that are appropriate to national conditions and practices.

### Article 2

Each Member shall, by such methods and to such extent as may be appropriate under national conditions—

(a) decide on and keep under review, within the framework of a co-ordinated economic and social policy, the measures to be adopted for attaining the objectives specified in Article 1;

(b) take such steps as may be needed, including when appropriate the establishment of programs, for the application of these measures.

### Article 3

In the application of this Convention, representatives of the persons affected by the measures to be taken, and in particular representatives of employers and workers, shall be consulted concerning employment policies, with a view to taking fully into account their experience and views and securing their full co-operation in formulating and enlisting support for such policies.

### Article 4

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### Article 5

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

### Article 6

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

### Article 7

1. The Director-General of the International Labour Office shall notify all Members of the



International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

#### Article 8

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

#### Article 9

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability

of placing on the agenda of the Conference the question of its revision in whole or in part.

#### Article 10

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 6 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

#### Article 11

The English and French versions of the text of this Convention are equally authoritative.

## Text of Recommendation Concerning Employment Policy

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Considering that the Declaration of Philadelphia recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve full employment and the raising of standards of living, and that the Preamble to the Constitution of the International Labour Organization provides for the prevention of unemployment and the provision of an adequate living wage, and

Considering further that under the terms of the Declaration of Philadelphia it is the responsibility of the International Labour Organization to examine and consider the bearing of economic and financial policies upon employment policy in the light of the fundamental objective that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity," and

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Noting the terms of existing international labour Conventions and Recommendations of direct relevance to employment policy, and in particular of the Employment Service Convention and Recommendation, 1948, the Vocational Guidance Recommendation, 1949, the Vocational Training Recommendation, 1962, and the Discrimination (Employment and Occupation) Convention and Recommendation, 1958, and

Considering that these instruments should be placed in the wider framework of an international program for economic expansion on the basis of full, productive and freely chosen employment, and

Having decided upon the adoption of certain proposals with regard to employment policy,

which are included in the eighth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation, adopts this tenth day of July of the year one thousand nine hundred and sixty-four the following Recommendation, which may be cited as the Employment Policy Recommendation, 1964:

### I. OBJECTIVES OF EMPLOYMENT POLICY

1. (1) With a view to stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each Member should declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.

(2) The said policy should aim at ensuring that—

- (a) there is work for all who are available for and seeking work;
- (b) such work is as productive as possible;
- (c) there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his skills and endowments in, a job for which he is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

(3) The said policy should take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and should be pursued by methods that are appropriate to national conditions and practice.

### II. GENERAL PRINCIPLES OF EMPLOYMENT POLICY

2. The aims of employment policy should be clearly and publicly defined, wherever possible in the form of quantitative targets for economic growth and employment.

3. Representatives of employers and workers and their organizations should be consulted in formulating policies for the development and use of human capacities, and their co-operation

should be sought in the implementation of such policies, in the spirit of the Consultation (Industrial and National Levels) Recommendation, 1960.

4. (1) Employment policy should be based on analytical studies of the present and future size and distribution of the labour force, employment, unemployment and underemployment.

(2) Adequate resources should be devoted to the collection of statistical data, to the preparation of analytical studies and to the distribution of the results.

5. (1) Each Member should recognize the importance of building up the means of production and developing human capacities fully, for example through education, vocational guidance and training, health services and housing, and should seek and maintain an appropriate balance in expenditure for these different purposes.

(2) Each Member should take the necessary measures to assist workers, including young people and other new entrants to the labour force, in finding suitable and productive employment and in adapting themselves to the changing needs of the economy.

(3) In the application of this Paragraph particular account should be taken of the Vocational Guidance Recommendation, 1949, the Vocational Training Recommendation, 1962, and the Employment Service Convention and Recommendation, 1948.

6. (1) Employment policy should be co-ordinated with, and carried out within the framework of, over-all economic and social policy, including economic planning or programming in countries where these are used as instruments of policy.

(2) Each Member should, in consultation with and having regard to the autonomy and responsibility in certain of the areas concerned of employers and workers and their organizations, examine the relationship between measures of employment policy and other major decisions in the sphere of economic and social policy, with a view to making them mutually reinforcing.

7. (1) Where there are persons available for and seeking work for whom work is not expected to be available in a reasonably short time, the government should examine and explain in a public statement how their needs will be met.

(2) Each Member should, to the fullest extent permitted by its available resources and level of economic development, adopt measures taking account of international standards in the field of social security and of Paragraph 5 of this Recommendation to help unemployed and underemployed persons during all periods of unemployment to meet their basic needs and those of their dependants and to adapt themselves to opportunities for further useful employment.

### III. GENERAL AND SELECTIVE MEASURES OF EMPLOYMENT POLICY

#### *General Considerations*

8. Employment problems attributable to fluctuations in economic activity, to structural changes and especially to an inadequate level of activity should be dealt with by means of—

(a) general measures of economic policy; and  
(b) selective measures directly connected with the employment of individual workers or categories of workers.

9. The choice of appropriate measures and their timing should be based on careful study of the causes of unemployment with a view to distinguishing the different types.

#### *General Measures: Long Term*

10. General economic measures should be designed to promote a continuously expanding economy possessing a reasonable degree of stability, which provides the best environment for the success of selective measures of employment policy.

#### *General Measures: Short Term*

11. (1) Measures of a short-term character should be planned and taken to prevent the emergence of general unemployment or underemployment associated with an inadequate level of economic activity, as well as to counter-balance inflationary pressure associated with a lack of balance in the employment market. At times when these conditions are present or threaten to appear, action should be taken to increase or, where appropriate, to reduce private consumption, private investment and/or government current or investment expenditure.

(2) In view of the importance of the timing of counter-measures, whether against recession, inflation or other imbalances, governments should, in accordance with national constitutional law, be vested with powers permitting such measures to be introduced or varied at short notice.

#### *Selective Measures*

12. Measures should be planned and taken to even out seasonal fluctuations in employment. In particular, appropriate action should be taken to spread the demand for the products and services of workers in seasonal occupations more evenly throughout the year or to create complementary jobs for such workers.

13. (1) Measures should be planned and taken to prevent the emergence and growth of unemployment or underemployment resulting from structural changes, and to promote and facilitate the adaptation of production and employment to such changes.

(2) For the purpose of this Recommendation the term "structural change" means long-term and substantial change taking the form of shifts in demand, of the emergence of new sources of supply, national or foreign (including supplies of goods from countries with lower costs of production) or of new techniques of production, or of changes in the size of the labour force.

(3) The dual objective of measures of adaptation to structural changes should be—

(a) to obtain the greatest benefit from economic and technical progress;  
(b) to protect from financial or other hardship groups and individuals whose employment is affected by structural changes.

14. (1) To this end, and to avoid the loss of production entailed by delays in filling vacancies, Members should establish and adequately finance programs to help workers to find and fit themselves for new jobs.

(2) Such programs should include—

(a) the operation of an effective employment service, taking account of the provisions of the Employment Service Convention and Recommendation, 1948;

(b) the provision or encouragement of training and retraining facilities designed to enable workers to acquire the qualifications needed for lasting employment in expanding occupations, taking account of the provisions of the Vocational Training Recommendation, 1962;

(c) the co-ordination of housing policy with employment policy, by the provision of adequate housing and community facilities in places where there are job vacancies,



and the provision of removal grants for workers and their dependants by the employer or out of public funds.

15. Special priority should be given to measures designed to remedy the serious, and in some countries growing, problem of unemployment among young people. In the arrangements for young persons envisaged in the Employment Service Convention and Recommendation, 1948, the Vocational Guidance Recommendation, 1949, and the Vocational Training Recommendation, 1962, full account should be taken of the trends of structural change, so as to ensure the development and the use of the capacities of young persons in relation to the changing needs of the economy.

16. Efforts should be made to meet the particular needs of categories of persons who encounter special difficulties as a result of structural change or for other reasons, such as older workers, disabled persons and other workers who may find it particularly difficult to change their places of residence or their occupations.

17. Special attention should be given to the employment and income needs of lagging regions and of areas where structural changes affect large numbers of workers, in order to bring about a better balance of economic activity throughout the country and thus to ensure a productive utilization of all resources.

18. (1) When structural changes of exceptional magnitude occur, measures of the kinds provided for in Paragraphs 13 to 17 of this Recommendation may need to be accompanied by measures to avoid large-scale, sudden dislocation and to spread the impact of the change or changes over a reasonable period of time.

(2) In such cases governments, in consultation with all concerned, should give early consideration to the determination of the best means, of a temporary and exceptional nature, to facilitate the adaptation to the structural changes of the industries affected, and should take action accordingly.

19. Appropriate machinery to promote and facilitate the adaptation of production and employment to structural changes, with clearly defined responsibilities in regard to the matters dealt with in Paragraphs 13 to 18 of this Recommendation, should be established.

20. (1) Employment policy should take account of the common experience that, as a consequence of technological progress and improved productivity, possibilities arise for more leisure and intensified educational activities.

(2) Efforts should be made to take advantage of these possibilities by methods appropriate to national conditions and practice and to conditions in each industry; these methods may include—

- (a) reduction of hours of work without a decrease in wages, within the framework of the Reduction of Hours of Work Recommendation, 1962;
- (b) longer paid holidays;
- (c) later entry into the labour force, combined with more advanced education and training.

#### IV. EMPLOYMENT PROBLEMS ASSOCIATED WITH ECONOMIC UNDERDEVELOPMENT

##### *Investment and Income Policy*

21. In developing countries employment policy should be an essential element of a policy for promoting growth and fair sharing of national incomes.

22. With a view to achieving a rapid expansion of production, investment and employment, Members should seek the views and active participation of employers and workers, and their organizations, in the elaboration and application of national economic development policy, and of the various aspects of social policy, in accordance with the Consultation (Industrial and National Levels) Recommendation, 1960.

23. (1) In countries where a lack of employment opportunities is associated with a shortage of capital, all appropriate measures should be taken to expand domestic savings and to encourage the inflow of financial resources from other countries and from international agencies, with a view to increasing productive investment without prejudicing the national sovereignty or the economic independence of the recipient countries.

(2) In order to utilize the resources available to these countries rationally and to increase employment therein as far as possible, it would be desirable for them to co-ordinate their investments and other development efforts with those of other countries, especially in the same region.

##### *Promotion of Industrial Employment*

24. (1) Members should have regard to the paramount need for the establishment of industries, public or private, which are based on available raw materials and power, which correspond to the changing pattern of demand in domestic and foreign markets and which use modern techniques and appropriate research, in order to create additional employment opportunities on a long-term basis.

(2) Members should make every effort to reach a stage of industrial development which ensures, within the framework of a balanced economy, the maximum economic production of finished products, utilizing local manpower.

(3) Particular attention should be given to measures promoting efficient and low-cost production, diversification of the economy and balanced regional economic development.

25. Besides promoting modern industrial development, Members should, subject to technical requirements, explore the possibility of expanding employment by—

- (a) producing, or promoting the production of, more goods and services requiring much labour,
- (b) promoting more labour-intensive techniques, in circumstances where these will make for more efficient utilization of available resources.

26. Measures should be taken—

- (a) to promote fuller utilization of existing industrial capacity to the extent compatible with the requirements of domestic and export markets, for instance by more extensive introduction of multiple shifts, with due regard to the provision of amenities for workers on night shift and to the need for training a sufficient number of key personnel to permit efficient operation of multiple shifts;
- (b) to create handicrafts and small-scale industries and to assist them to adapt themselves to technological advances and changes in market conditions so that they will be able to provide increasing employment without becoming dependent on such protective measures or special privileges as would impede economic growth; to this end the development of co-operatives should be encouraged and efforts should

be made to establish a complementary relationship between small-scale and large-scale industry and to develop new outlets for the products of industry.

#### *Promotion of Rural Employment*

27. (1) Within the framework of an integrated national policy, countries in which there is much rural underemployment should place special emphasis on a broadly based program to promote productive employment in the rural sector by a combination of measures, institutional and technical, relying as fully as possible on the efforts of the persons concerned. Such a program should be founded on adequate study of the nature, prevalence and regional distribution of rural underemployment.

(2) Major objectives should be to create incentives and social conditions favourable to fuller utilization of local manpower in rural development, and to improve productivity and quality of output. Means appropriate to local conditions should be determined, where possible, by adequate research and the instigation of multi-purpose pilot projects.

(3) Special attention should be devoted to the need for promoting opportunities for productive employment in agriculture and animal husbandry.

(4) Institutional measures for the promotion of productive employment in the rural sector should include agrarian reforms, adapted to the needs of the country, including land reform and improvement of land tenure, reform in methods of land taxation, extension of credit facilities, development of improved marketing facilities, and promotion of co-operative organization in production and marketing.

#### *Population Growth*

28. Countries in which the population is increasing rapidly, and especially those in which it already presses heavily on the economy, should study the economic, social and demographic factors affecting population growth with a view to adopting economic and social policies that make for a better balance between the growth of employment opportunities and the growth of the labour force.

#### **V. ACTION BY EMPLOYERS AND WORKERS AND THEIR ORGANIZATIONS**

29. (1) Employers and workers in the public and private sectors, and their organizations, should take all practicable measures to promote the achievement and maintenance of full, productive and freely chosen employment.

(2) In particular, they should—

- (a) consult one another, and as appropriate the competent public authorities, employment services or similar institutions, as far in advance as possible, with a view to working out mutually satisfactory adjustments to changes in the employment situation;
- (b) study trends in the economic and employment situation, and in technical progress, and propose as appropriate, and in good time, such action by governments and public and private undertakings as may safeguard within the framework of the general interest the employment security and opportunities of the workers;
- (c) promote wider understanding of the economic background, of the reasons for changes in employment opportunities in specific occupations, industries or regions, and of the necessity of occupational and geographical mobility of manpower;

(d) strive to create a climate which, without prejudicing national sovereignty, economic independence or freedom of association, will encourage increased investment from both domestic and foreign sources, with positive effects on the economic growth of the country;

(e) provide or seek the provision of facilities such as training and retraining facilities, and related financial benefits;

(f) promote wage, benefit and price policies that are in harmony with the objectives of full employment, economic growth, improved standards of living and monetary stability, without endangering the legitimate objectives pursued by employers and workers and their organizations; and

(g) respect the principle of equality of opportunity and treatment in employment and occupation, taking account of the provisions of the Discrimination (Employment and Occupation) Convention and Recommendation, 1958.

(3) In consultation and co-operation as appropriate with workers' organizations and/or representatives of workers at the level of the undertaking, and having regard to national economic and social conditions, measures should be taken by undertakings to counteract unemployment, to help workers find new jobs, to increase the number of jobs available and to minimize the consequences of unemployment; such measures may include—

(a) retraining for other jobs within the undertaking;

(b) transfers within the undertaking;

(c) careful examination of, and action to overcome, obstacles to increasing shift work;

(d) the earliest possible notice to workers whose employment is to be terminated, appropriate notification to public authorities, and some form of income protection for workers whose employment has been terminated, taking account of the provisions of the Termination of Employment Recommendation, 1963.

#### **VI. INTERNATIONAL ACTION TO PROMOTE EMPLOYMENT OBJECTIVES**

30. Members, with the assistance as appropriate of intergovernmental and other international organizations, should co-operate in international action to promote employment objectives, and should, in their internal economic policy, seek to avoid measures which have a detrimental effect on the employment situation and the general economic stability in other countries, including the developing countries.

31. Members should contribute to all efforts to expand international trade as a means of promoting economic growth and expansion of employment opportunities. In particular, they should take all possible measures to diminish unfavourable repercussions on the level of employment of fluctuations in the international terms of trade and of balance-of-payments and liquidity problems.

32. (1) Industrialized countries should, in their economic policies, including policies for economic co-operation and for expanding demand, take into account the need for increased employment in other countries, in particular in the developing countries.

(2) They should, as rapidly as their circumstances permit, take measures to accommodate increased imports of products, manufactured, processed and semi-processed as well as primary, that can be economically produced in



developing countries, thus promoting mutual trade and increased employment in the production of exports.

33. International migration of workers for employment which is consistent with the economic needs of the countries of emigration and immigration, including migration from developing countries to industrialized countries, should be facilitated, taking account of the provisions of the Migration for Employment Convention and Recommendation (Revised), 1949, and the Equality of Treatment (Social Security) Convention, 1962.

34. (1) In international technical co-operation through multilateral and bilateral channels special attention should be paid to the need to develop active employment policies.

(2) To this end, such co-operation should include—

(a) advice in regard to employment policy and employment market organization as essential elements in the field of general development planning and programming; and

(b) co-operation in the training of qualified local personnel, including technical personnel and management staff.

(3) Technical co-operation programs relating to training should aim at providing the developing countries with suitable facilities for training within the country or region. They should also include adequate provision for the supply of equipment. As a complementary measure, facilities should also be provided for the training of nationals of developing countries in industrialized countries.

(4) Members should make all efforts to facilitate the release for suitable periods, both

from governmental and non-governmental employment, of highly qualified experts in the various fields of employment policy for work in developing countries. Such efforts should include arrangements to make such release attractive to the experts concerned.

(5) In the preparation and implementation of technical co-operation programs, the active participation of employers' and workers' organizations in the countries concerned should be sought.

35. Members should encourage the international exchange of technological processes with a view to increasing productivity and employment, by means such as licensing and other forms of industrial co-operation.

36. Foreign-owned undertakings should meet their staffing needs by employing and training local staff, including management and supervisory personnel.

37. Arrangements should be made, where appropriate on a regional basis, for periodical discussion and exchange of experience of employment policies, particularly employment policies in developing countries, with the assistance as appropriate of the International Labour Office.

## VII. SUGGESTIONS CONCERNING METHODS OF APPLICATION

38. In applying the provisions of this Recommendation, each Member of the International Labour Organization and the employers' and workers' organizations concerned should be guided, to the extent possible and desirable, by the suggestions concerning methods of application set forth in the Annex.

## ANNEX

### SUGGESTIONS CONCERNING METHODS OF APPLICATION

#### I. GENERAL AND SELECTIVE MEASURES OF EMPLOYMENT POLICY

1. (1) Each Member should—

(a) make continuing studies of the size and distribution of the labour force and the nature and extent of unemployment and underemployment and trends therein, including, where possible, analyses of—

(i) the distribution of the labour force, by age, sex, occupational group, qualifications, regions and economic sectors; probable future trends in each of these; and the effects of demographic factors, particularly in developing countries with rapid population growth, and of technological change on such trends;

(ii) the volume of productive employment currently available and likely to be available at different dates in the future in different economic sectors, regions and occupational groups, account being taken of projected changes in demand and productivity;

(b) make vigorous efforts, particularly through censuses and sample surveys, to improve the statistical data needed for such studies;

(c) undertake and promote the collection and analysis of current indicators of economic activity, and the study of trends in the evolution of new techniques in the different sectors of industry both at home and abroad, particularly as regards automation, with a view, *inter alia*, to distinguishing short-term fluctuations from longer-term structural changes;

(d) make short-term forecasts of employment, underemployment and unemployment sufficiently early and in sufficient detail to provide a basis for prompt action to prevent or remedy either unemployment or shortages of labour;

(e) undertake and promote studies of the methods and results of employment policies in other countries.

(2) Members should make efforts to provide those responsible for collective bargaining with information on the results of studies of the employment situation undertaken in the International Labour Office and elsewhere, including studies of the impact of automation.

2. Attainment of the social objectives of employment policy requires co-ordination of employment policy with other measures of economic and social policy, in particular measures affecting—

(a) investment, production and economic growth;

(b) the growth and distribution of incomes;

(c) social security;

(d) fiscal and monetary policies, including anti-inflationary and foreign exchange policies; and

(e) the promotion of freer movement of goods, capital and labour between countries.

3. With a view to promoting stability of production and employment, consideration should be given to the possibility of making more use of fiscal or quasi-fiscal measures designed to exert an automatic stabilizing influence and to maintain a satisfactory level of consumer income and investment.

4. Measures designed to stabilize employment may further include—

- (a) fiscal measures in respect of tax rates and investment expenditure;
- (b) stimulation, or restraint, of economic activity by appropriate measures of monetary policy;
- (c) increased, or reduced, expenditure on public works or other public investment of a fundamental nature, for example roads, railways, harbours, schools, training centres and hospitals; Members should plan during periods of high employment to have a number of useful but postponable public works projects ready to be put into operation in times of recession;
- (d) measures of a more specific character, such as increased government orders to a particular branch of industry in which recession threatens to provoke a temporary decline in the level of activity.

5. Measures to even out seasonal fluctuations in employment may include—

- (a) the application of new techniques to make it possible for work to be carried out under conditions in which it would have been impracticable without these techniques;
- (b) the training of workers in seasonal occupations for complementary occupations;
- (c) planning to counteract seasonal unemployment or underemployment; special attention should be given to the co-ordination of the activities of the different public authorities and private enterprises concerned with building and construction operations, so as to ensure continuity of activity to meet the employment needs of workers.

6. (1) The nature of the special difficulties which may be encountered as a result of structural changes by the categories of persons referred to in Paragraph 16 of the Recommendation should be ascertained by the competent authority and appropriate action recommended.

(2) Special measures should be taken to provide suitable work for these groups and to alleviate hardship.

(3) In cases where older or disabled workers face great difficulty in adjusting to structural changes, adequate benefits for such workers should be provided within the framework of the social security system, including, where appropriate, retirement benefits at an age below that normally prescribed.

7. (1) When structural changes affect large numbers of workers concentrated in a particular area and especially if the competitive strength of the area as a whole is impaired, Members should provide, and should, by the provision of effective incentives and consultation with the representatives of employers and workers, encourage individual enterprises to provide, additional employment in the area, based on comprehensive policies of regional development.

(2) Measures taken to this end may include—

- (a) the diversification of existing undertakings or the promotion of new industries;
- (b) public works or other public investment including the expansion or the setting up of public undertakings;
- (c) information and advice to new industries as to conditions of establishment;
- (d) measures to make the area more attractive to new industries, for example through the redevelopment or improvement of the infrastructure, or through the provision

of special loan facilities, temporary subsidies or temporary tax concessions or of physical facilities such as industrial estates;

- (e) preferential consideration in the allocation of government orders;
- (f) appropriate efforts to discourage excessive industrial concentration.

(3) Such measures should have regard to the type of employment which different areas, by reason of their resources, access to markets and other economic factors, are best suited to provide.

(4) The boundaries of areas which are given special treatment should be defined after careful study of the probable repercussions on other, particularly neighbouring, areas.

## II. EMPLOYMENT PROBLEMS ASSOCIATED WITH ECONOMIC UNDERDEVELOPMENT

8. Measures to expand domestic saving and encourage the inflow of financial resources from other countries, with a view to increasing productive investment, may include—

- (a) measures, consistent with the provisions of the Forced Labour Convention, 1930, and the Abolition of Forced Labour Convention, 1957, and taken within the framework of a system of adequate minimum labour standards and in consultation with employers and workers and their organizations, to use available labour, with a minimum complement of scarce resources, to increase the rate of capital formation;
- (b) measures to guide savings and investment from unproductive uses to uses designed to promote economic development and employment;
- (c) measures to expand savings—

- (i) through the curtailment of non-essential consumption, with due regard to the need for maintaining adequate incentives; and

- (ii) through savings schemes, including contributory social security schemes and small savings schemes;

- (d) measures to develop local capital markets to facilitate the transformation of savings into productive investment;

- (e) measures to encourage the reinvestment in the country of a reasonable part of the profits from foreign investments, as well as to recover and to prevent the outflow of national capital with a view to directing it to productive investment.

9. (1) Measures to expand employment by the encouragement of labour-intensive products and techniques may include—

- (a) the promotion of labour-intensive methods of production by means of—

- (i) work study to increase the efficiency of modern labour-intensive operations;

- (ii) research and dissemination of information about labour-intensive techniques, particularly in public works and construction;

- (b) tax concessions and preferential treatment in regard to import or other quotas to undertakings concerned;

- (c) full exploration of the technical, economic and organizational possibilities of labour-intensive construction works, such as multi-purpose river valley development projects and the building of railways and highways.

(2) In determining whether a particular product or technique is labour-intensive, attention should be given to the proportions in which capital and labour are employed not merely in the final processes, but in all stages of



production, including that of materials, power and other requirements; attention should be given also to the proportions in which increased availability of a product will generate increased demand for labour and capital respectively.

10. Institutional measures for the promotion of productive employment in the rural sector may, in addition to those provided for in Paragraph 27 of the Recommendation, include promotion of community development programs, consistent with the provisions of the Forced Labour Convention, 1930, and the Abolition of Forced Labour Convention, 1957, to evoke the active participation of the persons concerned, and in particular of employers and workers and their organizations, in planning and carrying out local economic and social development projects, and to encourage the use in such projects of local manpower, materials and financial resources that might otherwise remain idle or unproductively used.

11. Means appropriate to local conditions for the fuller utilization of local manpower in rural development may include—

- (a) local capital-construction projects, particularly projects conducive to a quick increase in agricultural production, such as small and medium irrigation and drainage works, the construction of storage facilities and feeder roads and the development of local transport;

- (b) land development and settlement;
- (c) more labour-intensive methods of cultivation, expansion of animal husbandry and the diversification of agricultural production;
- (d) the development of other productive activities, such as forestry and fishing;
- (e) the promotion of rural social services such as education, housing and health services;
- (f) the development of viable small-scale industries and handicrafts in rural areas, such as local processing of agricultural products and manufacture of simple consumers' and producers' goods needed in the area.

12. (1) In pursuance of Paragraph 5 of the Recommendation, and taking account of the provisions of the Vocational Training Recommendation, 1962, developing countries should endeavour to eradicate illiteracy and promote vocational training for workers in all sectors, as well as appropriate professional training for scientific, technical and managerial personnel.

(2) The necessity of training instructors and workers in order to carry out the improvement and modernization of agriculture should be taken into account.

## Text of Convention Concerning Benefits in Case of Employment Injury

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Having decided upon the adoption of certain proposals with regard to benefits in the case of industrial accidents and occupational diseases, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Convention, which may be cited as the Employment Injury Benefits Convention, 1964:

### Article 1

In this Convention—

- (a) the term "legislation" includes any social security rules as well as laws and regulations;
- (b) the term "prescribed" means determined by or in virtue of national legislation;
- (c) the term "industrial undertaking" includes all undertakings in the following branches of economic activity: mining and quarrying; manufacturing; construction; electricity, gas, water and sanitary services; and transport, storage and communication;
- (d) the term "dependent" refers to a state of dependency which is presumed to exist in prescribed cases;
- (e) the term "dependent child" covers—
  - (i) a child under school-leaving age or under 15 years of age, whichever is the higher, and
  - (ii) a child under a prescribed age higher than that specified in subclause (i) and who is an apprentice or student or has a chronic illness or infirmity

disabling him for any gainful activity, on conditions laid down by national legislation: Provided that this requirement shall be deemed to be met where national legislation defines the term so as to cover any child under an age appreciably higher than that specified in subclause (i).

### Article 2

1. A Member whose economic and medical facilities are insufficiently developed may avail itself by a declaration accompanying its ratification of the temporary exceptions provided for in the following Articles: Article 5, Article 9, paragraph 3, clause (b), Article 12, Article 15, paragraph 2, and Article 18, paragraph 3. Any such declaration shall state the reason for such exceptions.

2. Each Member which has made a declaration under paragraph 1 of this Article shall include in its report upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization a statement in respect of each exception of which it avails itself—

- (a) that its reason for doing so subsists; or
- (b) that it renounces its right to avail itself of the exception in question as from a stated date.

### Article 3

1. Any Member which ratifies this Convention may, by a declaration accompanying its ratification, exclude from the application of the Convention—

- (a) seafarers, including seafishermen,
  - (b) public servants,
- where these categories are protected by special schemes which provide in the aggregate benefits at least equivalent to those required by this Convention.

2. Where a declaration under paragraph 1 of this Article is in force, the Member may exclude the persons belonging to the category

or categories excluded from the application of the Convention from the number of employees when calculating the percentage of employees in compliance with paragraph 2, clause (d), of Article 4, and with Article 5.

3. Any Member which has made a declaration under paragraph 1 of this Article may subsequently notify the Director-General of the International Labour Office that it accepts the obligations of this Convention in respect of a category or categories excluded at the time of its ratification.

#### Article 4

1. National legislation concerning employment injury benefits shall protect all employees, including apprentices, in the public and private sectors, including co-operatives, and, in respect of the death of the breadwinner, prescribed categories of beneficiaries.

2. Any Member may make such exceptions as it deems necessary in respect of—

- (a) persons whose employment is of a casual nature and who are employed otherwise than for the purpose of the employer's trade or business;
- (b) out-workers;
- (c) members of the employer's family living in his house, in respect of their work for him;
- (d) other categories of employees, which shall not exceed in number 10 per cent of all employees other than those excluded under clauses (a) to (c).

#### Article 5

Where a declaration provided for in Article 2 is in force, the application of national legislation concerning employment injury benefits may be limited to prescribed categories of employees, which shall total in number not less than 75 per cent of all employees in industrial undertakings, and in respect of the death of the breadwinner, prescribed categories of beneficiaries.

#### Article 6

The contingencies covered shall include the following where due to an employment injury:

- (a) a morbid condition;
- (b) incapacity for work resulting from such a condition and involving suspension of earnings, as defined by national legislation;
- (c) total loss of earning capacity or partial loss thereof in excess of a prescribed degree, likely to be permanent, or corresponding loss of faculty; and
- (d) the loss of support suffered as the result of the death of the breadwinner by prescribed categories of beneficiaries.

#### Article 7

1. Each Member shall prescribe a definition of "industrial accident," including the conditions under which a commuting accident is considered to be an industrial accident, and shall specify the terms of such definition in its reports upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization.

2. Where commuting accidents are covered by social security schemes other than employment injury schemes, and these schemes provide in respect of commuting accidents benefits which, when taken together, are at least equivalent to those required under this Convention, it shall not be necessary to make provision for commuting accidents in the definition of "industrial accident."

#### Article 8

Each Member shall—

- (a) prescribe a list of diseases, comprising at least the diseases enumerated in Schedule I to this Convention, which shall be regarded as occupational diseases under prescribed conditions; or
- (b) include in its legislation a general definition of occupational diseases broad enough to cover at least the diseases enumerated in Schedule I to this Convention; or
- (c) prescribe a list of diseases in conformity with clause (a), complemented by a general definition of occupational diseases or by other provisions for establishing the occupational origin of diseases not so listed or manifesting themselves under conditions different from those prescribed.

#### Article 9

1. Each Member shall secure to the persons protected, subject to prescribed conditions, the provision of the following benefits:

- (a) medical care and allied benefits in respect of a morbid condition;
- (b) cash benefits in respect of the contingencies specified in Article 6, clauses (b), (c) and (d).

2. Eligibility for benefits may not be made subject to the length of employment, to the duration of insurance or to the payment of contributions: Provided that a period of exposure may be prescribed for occupational diseases.

3. The benefits shall be granted throughout the contingency: Provided that in respect of incapacity for work the cash benefit need not be paid for the first three days—

- (a) where the legislation of a Member provides for a waiting period at the date on which this Convention comes into force, on condition that the Member includes in its reports upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization a statement that its reason for availing itself of this provision subsists; or
- (b) where a declaration provided for in Article 2 is in force.

#### Article 10

1. Medical care and allied benefits in respect of a morbid condition shall comprise—

- (a) general practitioner and specialist in-patient and out-patient care, including domiciliary visiting;
- (b) dental care;
- (c) nursing care at home or in hospital or other medical institutions;
- (d) maintenance in hospitals, convalescent homes, sanatoria or other medical institutions;
- (e) dental, pharmaceutical and other medical or surgical supplies, including prosthetic appliances kept in repair and renewed as necessary, and eyeglasses;
- (f) the care furnished by members of such other professions as may at any time be legally recognized as allied to the medical profession, under the supervision of a medical or dental practitioner; and
- (g) the following treatment at the place of work, wherever possible:
  - (i) emergency treatment of persons sustaining a serious accident;
  - (ii) follow-up treatment of those whose injury is slight and does not entail discontinuance of work.



2. The benefits provided in accordance with paragraph 1 of this Article shall be afforded, using all suitable means, with a view to maintaining, restoring or, where this is not possible, improving the health of the injured person and his ability to work and to attend to his personal needs.

#### Article 11

1. Any Member which provides medical care and allied benefits by means of a general health scheme or a medical care scheme for employed persons may specify in its legislation that such care shall be made available to persons who have sustained employment injuries on the same terms as to other persons entitled thereto, on condition that the rules on the subject are so designed as to avoid hardship.

2. Any Member which provides medical care and allied benefits by reimbursing expenses may in its legislation make special rules in respect of cases in which the extent, duration or cost of such care exceed reasonable limits, on condition that the rules on the subject are not inconsistent with the purpose stated in paragraph 2 of Article 10 and are so designed as to avoid hardship.

#### Article 12

Where a declaration provided for in Article 2 is in force, medical care and allied benefits shall include at least—

- (a) general practitioner care, including domiciliary visiting;
- (b) specialist care at hospitals for in-patients and out-patients, and such specialist care as may be available outside hospitals;
- (c) the essential pharmaceutical supplies on prescription by a medical or other qualified practitioner;
- (d) hospitalization, where necessary; and
- (e) wherever possible, emergency treatment at the place of work of persons sustaining an industrial accident.

#### Article 13

The cash benefit in respect of temporary or initial incapacity for work shall be a periodical payment calculated in such a manner as to comply either with the requirements of Article 19 or with the requirements of Article 20.

#### Article 14

1. Cash benefits in respect of loss of earning capacity likely to be permanent or corresponding loss of faculty shall be payable in all cases in which such loss, in excess of a prescribed degree, remains at the expiration of the period during which benefits are payable in accordance with Article 13.

2. In case of total loss of earning capacity likely to be permanent or corresponding loss of faculty, the benefit shall be a periodical payment calculated in such a manner as to comply either with the requirements of Article 19 or with the requirements of Article 20.

3. In case of substantial partial loss of earning capacity likely to be permanent which is in excess of a prescribed degree, or corresponding loss of faculty, the benefit shall be a periodical payment representing a suitable proportion of that provided for in paragraph 2 of this Article.

4. In case of partial loss of earning capacity likely to be permanent which is not substantial but which is in excess of the prescribed degree referred to in paragraph 1 of this Article, or corresponding loss of faculty, the cash benefit may take the form of a lump-sum payment.

5. The degrees of loss of earning capacity or corresponding loss of faculty referred to in paragraphs 1 and 3 of this Article shall be prescribed in such manner as to avoid hardship.

#### Article 15

1. In exceptional circumstances, and with the agreement of the injured person, all or part of the periodical payment provided for in paragraphs 2 and 3 of Article 14 may be converted into a lump sum corresponding to the actuarial equivalent thereof when the competent authority has reason to believe that such lump sum will be utilized in a manner which is particularly advantageous for the injured person.

2. Where a declaration provided for in Article 2 is in force and the Member concerned considers that it lacks the necessary administrative facilities for periodical payments, the periodical payment provided for in paragraphs 2 and 3 of Article 14 may be converted into a lump sum corresponding to the actuarial equivalent thereof, as computed on the basis of available data.

#### Article 16

Increments in periodical payments or other supplementary or special benefits, as prescribed, shall be provided for disabled persons requiring the constant help or attendance of another person.

#### Article 17

The conditions in which periodical payments due in respect of loss of earning capacity or corresponding loss of faculty shall be reassessed, suspended or cancelled by reference to a change in the degree of loss shall be prescribed.

#### Article 18

1. The cash benefit in respect of death of the breadwinner shall be a periodical payment to a widow as prescribed, a disabled and dependent widower, dependent children of the deceased, and other persons as may be prescribed; this payment shall be calculated in such a manner as to comply either with the requirements of Article 19 or with the requirements of Article 20: Provided that it shall not be necessary to make provision for a benefit to a disabled and dependent widower where the cash benefits to other survivors are appreciably in excess of those required by this Convention and where social security schemes other than employment injury schemes provide to such widower benefits which are appreciably in excess of those in respect of invalidity required under the Social Security (Minimum Standards) Convention, 1952.

2. In addition, a funeral benefit shall be provided at a prescribed rate which shall not be less than the normal cost of a funeral: Provided that where cash benefits to survivors are appreciably in excess of those required by this Convention the right to funeral benefit may be made subject to prescribed conditions.

3. Where a declaration provided for in Article 2 is in force and the Member concerned considers that it lacks the necessary administrative facilities for periodical payments, the periodical payment provided for in paragraph 1 of this Article may be converted into a lump sum corresponding to the actuarial equivalent thereof, as computed on the basis of available data.

#### Article 19

1. In the case of a periodical payment to which this Article applies, the rate of the benefit, increased by the amount of any family allowances payable during the contingency, shall be such as to attain, in respect of the contingency in question, for the standard beneficiary indicated in Schedule II to this Convention, at least the percentage indicated therein of the total of the previous earnings of the beneficiary or his breadwinner and of

the amount of any family allowances payable to a person protected with the same family responsibilities as the standard beneficiary.

2. The previous earnings of the beneficiary or his breadwinner shall be calculated according to prescribed rules, and, where the persons protected or their breadwinners are arranged in classes according to their earnings, their previous earnings may be calculated from the basic earnings of the classes to which they belonged.

3. A maximum limit may be prescribed for the rate of the benefit or for the earnings taken into account for the calculation of the benefit, provided that the maximum limit is fixed in such a way that the provisions of paragraph 1 of this Article are complied with where the previous earnings of the beneficiary or his breadwinner are equal to or lower than the wage of a skilled manual male employee.

4. The previous earnings of the beneficiary or his breadwinner, the wage of the skilled manual male employee, the benefit and any family allowances shall be calculated on the same time basis.

5. For the other beneficiaries the benefit shall bear a reasonable relation to the benefit for the standard beneficiary.

6. For the purpose of this Article, a skilled manual male employee shall be—

- (a) a fitter or turner in the manufacture of machinery other than electrical machinery; or
- (b) a person deemed typical of skilled labour selected in accordance with the provisions of the following paragraph; or
- (c) a person whose earnings are such as to be equal to or greater than the earnings of 75 per cent of all the persons protected, such earnings to be determined on the basis of annual or shorter periods as may be prescribed; or
- (d) a person whose earnings are equal to 125 per cent of the average earnings of all the persons protected.

7. The person deemed typical of skilled labour for the purpose of clause (b) of the preceding paragraph shall be a person employed in the major group of economic activities with the largest number of economically active male persons protected in the contingency in question, or of the breadwinners of the persons protected, as the case may be, in the division comprising the largest number of such persons or breadwinners; for this purpose, the international standard industrial classification of all economic activities, adopted by the Economic and Social Council of the United Nations at its Seventh Session on 27 August 1948, as amended and reproduced in the Annex to this Convention, or such classification as at any time further amended, shall be used.

8. Where the rate of benefit varies by region, the skilled manual male employee may be determined for each region in accordance with paragraphs 6 and 7 of this Article.

9. The wage of the skilled manual male employee shall be determined on the basis of the rates of wages for normal hours of work fixed by collective agreements, by or in pursuance of national laws or regulations, where applicable, or by custom, including, cost-of-living allowances if any; where such rates differ by region but paragraph 8 of this Article is not applied, the median rate shall be taken.

10. No periodical payment shall be less than a prescribed minimum amount.

## Article 20

1. In the case of a periodical payment to which this Article applies, the rate of the benefit, increased by the amount of any family allowances payable during the contingency, shall be such as to attain, in respect of the contingency in question, for the standard beneficiary indicated in Schedule II to this Convention, at least the percentage indicated therein of the total of the wage of an ordinary adult male labourer and of the amount of any family allowances payable to a person protected with the same family responsibilities as the standard beneficiary.

2. The wage of the ordinary adult male labourer, the benefit and any family allowances shall be calculated on the same time basis.

3. For the other beneficiaries, the benefit shall bear a reasonable relation to the benefit for the standard beneficiary.

4. For the purpose of this Article, the ordinary adult male labourer shall be—

- (a) a person deemed typical of unskilled labour in the manufacture of machinery other than electrical machinery; or
- (b) a person deemed typical of unskilled labour selected in accordance with the provisions of the following paragraph.

5. The person deemed typical of unskilled labour for the purpose of clause (b) of the preceding paragraph shall be a person employed in the major group of economic activities with the largest number of economically active male persons protected in the contingency in question, or of the breadwinners of the persons protected, as the case may be, in the division comprising the largest number of such persons or breadwinners; for this purpose the international standard industrial classification of all economic activities, adopted by the Economic and Social Council of the United Nations at its Seventh Session on 27 August 1948, as amended and reproduced in the Annex to this Convention, or such classification as at any time further amended, shall be used.

6. Where the rate of benefit varies by region, the ordinary adult male labourer may be determined for each region in accordance with paragraphs 4 and 5 of this Article.

7. The wage of the ordinary adult male labourer shall be determined on the basis of the rates of wages for normal hours of work fixed by collective agreements, by or in pursuance of national laws or regulations, where applicable, or by custom, including cost-of-living allowances if any; where such rates differ by region but paragraph 6 of this Article is not applied, the median rate shall be taken.

8. No periodical payment shall be less than a prescribed minimum amount.

## Article 21

1. The rates of cash benefits currently payable pursuant to paragraphs 2 and 3 of Article 14 and paragraph 1 of Article 18 shall be reviewed following substantial changes in the general level of earnings where these result from substantial changes in the cost of living.

2. Each Member shall include the findings of such reviews in its reports upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization, and shall specify any action taken.

## Article 22

1. A benefit to which a person protected would otherwise be entitled in compliance with this Convention may be suspended to such extent as may be prescribed—



- (a) as long as the person concerned is absent from the territory of the Member;
- (b) as long as the person concerned is maintained at public expense or at the expense of a social security institution or service;
- (c) where the person concerned has made a fraudulent claim;
- (d) where the employment injury has been caused by a criminal offence committed by the person concerned;
- (e) where the employment injury has been caused by voluntary intoxication or by the serious and wilful misconduct of the person concerned;
- (f) where the person concerned, without good cause, neglects to make use of the medical care and allied benefits or the rehabilitation services placed at his disposal, or fails to comply with rules prescribed for verifying the occurrence or continuance of the contingency or for the conduct of beneficiaries; and
- (g) as long as the surviving spouse is living with another person as spouse.

2. In the cases and within the limits prescribed, part of the cash benefit otherwise due shall be paid to the dependants of the person concerned.

#### Article 23

1. Every claimant shall have a right of appeal in the case of refusal of the benefit or complaint as to its quality or quantity.

2. Where in the application of this Convention a government department responsible to a legislature is entrusted with the administration of medical care, the right of appeal provided for in paragraph 1 of this Article may be replaced by a right to have a complaint concerning the refusal of medical care or the quality of the care received investigated by the appropriate authority.

3. Where a claim is settled by a special tribunal established to deal with employment injury benefit questions or with social security questions in general and on which the persons protected are represented, no right of appeal shall be required.

#### Article 24

1. Where the administration is not entrusted to an institution regulated by the public authorities or to a government department responsible to a legislature, representatives of the persons protected shall participate in the management, or be associated therewith in a consultative capacity, under prescribed conditions; national legislation may likewise decide as to the participation of representatives of employers and of the public authorities.

2. The Member shall accept general responsibility for the proper administration of the institutions or services concerned in the application of this Convention.

#### Article 25

Each Member shall accept general responsibility for the due provision of the benefits provided in compliance with this Convention and shall take all measures required for this purpose.

#### Article 26

1. Each Member shall, under prescribed conditions—

- (a) take measures to prevent industrial accidents and occupational diseases;
- (b) provide rehabilitation services which are designed to prepare a disabled person wherever possible for the resumption of his previous activity, or, if this is not pos-

sible, the most suitable alternative gainful activity, having regard to his aptitudes and capacity; and

- (c) take measures to further the placement of disabled persons in suitable employment.

2. Each Member shall as far as possible furnish in its reports upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization information concerning the frequency and severity of industrial accidents.

#### Article 27

Each Member shall within its territory assure to non-nationals equality of treatment with its own nationals as regards employment injury benefits.

#### Article 28

1. This Convention revises the Workmen's Compensation (Agriculture) Convention, 1921, the Workmen's Compensation (Accidents) Convention, 1925, the Workmen's Compensation (Occupational Diseases) Convention, 1925, and the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934.

2. Ratification of this Convention by a Member which is a party to the Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934, shall, in accordance with Article 8 thereof, *ipso jure* involve the immediate denunciation of that Convention, if and when this Convention shall have come into force, but the coming into force of this Convention shall not close that Convention to further ratification.

#### Article 29

In conformity with Article 75 of the Social Security (Minimum Standards) Convention, 1952, Part VI of that Convention and the relevant provisions of other Parts thereof shall cease to apply to any Member having ratified this Convention as from the date at which this Convention comes into force for that Member, but acceptance of the obligations of this Convention shall be deemed to constitute acceptance of the obligations of Part VI of the Social Security (Minimum Standards) Convention, 1952, and the relevant provisions of other Parts thereof, for the purpose of Article 2 of the said Convention.

#### Article 30

If any Convention which may be adopted subsequently by the Conference concerning any subject or subjects dealt with in this Convention so provides, such provisions of this Convention as may be specified in the said Convention shall cease to apply to any Member having ratified the said Convention as from the date at which the said Convention comes into force for that Member.

#### Article 31

1. The International Labour Conference may, at any session at which the matter is included in its agenda, adopt by a two-thirds majority amendments to Schedule I to this Convention.

2. Such amendments shall take effect in respect of any Member already a party to the Convention when such Member notifies the Director-General of the International Labour Office of its acceptance thereof.

3. Unless the Conference otherwise decides when adopting an amendment, an amendment shall be effective, by reason of its adoption by the Conference, in respect of any Member subsequently ratifying the Convention.

#### Article 32

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### Article 33

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

### Article 34

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

### Article 35

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

## SCHEDULE I. LIST OF OCCUPATIONAL DISEASES

Occupational diseases	Work involving exposure to risk
1. Pneumoconioses caused by sclerogenetic mineral dust (silicosis, anthraco-silicosis, asbestosis) and silico-tuberculosis provided that silicosis is an essential factor in causing the resultant incapacity or death.	All work involving exposure to the risk concerned.
2. Diseases caused by beryllium or its toxic compounds.	"
3. Diseases caused by phosphorus or its toxic compounds.	"
4. Diseases caused by chrome or its toxic compounds.	"
5. Diseases caused by manganese or its toxic compounds.	"
6. Diseases caused by arsenic or its toxic compounds.	"
7. Diseases caused by mercury or its toxic compounds.	"
8. Diseases caused by lead or its toxic compounds.	"
9. Diseases caused by carbon bisulphide.	"
10. Diseases caused by the toxic halogen derivatives of hydrocarbons of the aliphatic series.	"
11. Diseases caused by benzene or its toxic homologues.	"
12. Diseases caused by nitro- and amido-toxic derivatives of benzene or its homologues.	"
13. Diseases caused by ionizing radiations.	All work involving exposure to the action of ionizing radiations.
14. Primary epitheliomatous cancer of the skin caused by tar, pitch, bitumen, mineral oil, anthracene, or the compounds, products or residues of these substances.	All work involving exposure to the risks concerned.
15. Anthrax infection.	Work in connection with animals infected with anthrax. Handling of animal carcasses or parts of such carcasses including hides, hoofs and horns. Loading and unloading or transport of merchandise which may have been contaminated by animals or animal carcasses infected with anthrax.

## SCHEDULE II. PERIODICAL PAYMENTS TO STANDARD BENEFICIARIES

Contingency	Standard beneficiary	Percentage
1. Temporary or initial incapacity for work	Man with wife and two children	60
2. Total loss of earning capacity or corresponding loss of faculty	Man with wife and two children	60
3. Death of breadwinner	Widow with two children	50



### Article 36

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

### Article 37

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

### Article 38

1. Should the Conference adopt a new Convention revising this Convention in whole or

in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 34 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

### Article 39

The English and French versions of the text of this Convention are equally authoritative.

## ANNEX

### INTERNATIONAL STANDARD INDUSTRIAL CLASSIFICATION OF ALL ECONOMIC ACTIVITIES (Revised 1958)

#### LIST OF DIVISIONS AND MAJOR GROUPS

Major  
group

Division

#### *Division 0. Agriculture, Forestry, Hunting and Fishing*

01. Agriculture.
02. Forestry and logging.
03. Hunting, trapping and game propagation.
04. Fishing.

#### *Division 1. Mining and Quarrying*

11. Coal mining.
12. Metal mining.
13. Crude petroleum and natural gas.
14. Stone quarrying, clay and sand pits.
19. Other non-metallic mining and quarrying.

#### *Divisions 2-3. Manufacturing*

20. Food manufacturing industries, except beverage industries.
21. Beverage industries.
22. Tobacco manufacturers.
23. Manufacture of textiles.
24. Manufacture of footwear, other wearing apparel and made-up textile goods.
25. Manufacture of wood and cork, except manufacture of furniture.
26. Manufacture of furniture and fixtures.
27. Manufacture of paper and paper products.
28. Printing, publishing and allied industries.
29. Manufacture of leather, and leather and fur products, except footwear and other wearing apparel.
30. Manufacture of rubber products.
31. Manufacture of chemicals and chemical products.
32. Manufacture of products of petroleum and coal.
33. Manufacture of non-metallic mineral products, except products of petroleum and coal.
34. Basic metal industries.
35. Manufacture of metal products, except machinery and transport equipment.
36. Manufacture of machinery, except electrical machinery.
37. Manufacture of electrical machinery, apparatus, appliances and supplies.
38. Manufacture of transport equipment.
39. Miscellaneous manufacturing industries.

#### *Division 4. Construction*

40. Construction.

#### *Division 5. Electricity, Gas, Water and Sanitary Services*

51. Electricity, gas and steam.
52. Water and sanitary services.

#### *Division 6. Commerce*

61. Wholesale and retail trade.
62. Banks and other financial institutions.
63. Insurance.
64. Real estate.

#### *Division 7. Transport, Storage and Communication*

71. Transport.
72. Storage and warehousing.
73. Communication.

#### *Division 8. Services*

81. Government services.
82. Community services.
83. Business services.
84. Recreation services.
85. Personal services.

#### *Division 9. Activities Not Adequately Described*

90. Activities not adequately described.

## Text of Recommendation Concerning Benefits in Case of Employment Injury

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Having decided upon the adoption of certain proposals with regard to benefits in the case of industrial accidents and occupational diseases, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Employment Injury Benefits Convention, 1964,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Recommendation, which may be cited as the Employment Injury Benefits Recommendation, 1964:

1. In this Recommendation—

- (a) the term "legislation" includes any social security rules as well as laws and regulations;
- (b) the term "prescribed" means determined by or in virtue of national legislation;
- (c) the term "dependent" refers to a state of dependency which is presumed to exist in prescribed cases.

2. Each Member should extend the application of its legislation providing for employment injury benefits, if necessary by stages, to any categories of employees which may have been excepted in virtue of Article 4, paragraph 2, of the Employment Injury Benefits Convention, 1964, from the protection provided for in that Convention.

3. (1) Each Member should, subject to prescribed conditions, secure the provision of employment injury or analogous benefits, if necessary by stages and/or through voluntary insurance, to—

- (a) members of co-operatives who are engaged in the production of goods or the provision of services;
- (b) prescribed categories of self-employed persons, in particular persons owning and actively engaged in the operation of small-scale businesses or farms;
- (c) certain categories of persons working without pay, which should include—
  - (i) persons in training, undergoing an occupational or trade test or otherwise preparing for their future employment, including pupils and students;
  - (ii) members of volunteer bodies charged with combating natural disasters, with saving lives and property or with maintaining law and order;
  - (iii) other categories of persons not otherwise covered who are active in the public interest or engaged in civic or benevolent pursuits, such as persons volunteering their services for public office, social service or hospitals;
  - (iv) prisoners and other detained persons doing work which has been required or approved by the competent authorities.

(2) The financial resources of voluntary insurance for the categories referred to in subparagraph (1) of this Paragraph should not be provided from contributions intended to finance the compulsory schemes for employees.

4. Special schemes applicable to seafarers, including seafishermen, and to public servants should provide benefits in case of an employment injury which are not less favourable than those provided for in the Employment Injury Benefits Convention, 1964.

5. Each Member should, under prescribed conditions, treat the following as industrial accidents:

- (a) accidents, regardless of their cause, sustained during working hours at or near the place of work or at any place where the worker would not have been except for his employment;
- (b) accidents sustained within reasonable periods before and after working hours in connection with transporting, cleaning, preparing, securing, conserving, storing and packing work tools or clothes;
- (c) accidents sustained while on the direct way between the place of work and—
  - (i) the employee's principal or secondary residence; or
  - (ii) the place where the employee usually takes his meal; or
  - (iii) the place where he usually receives his remuneration.

6. (1) Each Member should, under prescribed conditions, regard diseases known to arise out of the exposure to substances or dangerous conditions in processes, trades or occupations as occupational diseases.

(2) Unless proof to the contrary is brought, there should be a presumption of the occupational origin of such diseases where the employee—

- (a) was exposed for at least a specified period; and
- (b) has developed symptoms of the disease within a specified period following termination of the last employment involving exposure.

(3) When prescribing and bringing up to date national lists of occupational diseases, Members should give special consideration to any list of occupational diseases which may from time to time be approved by the Governing Body of the International Labour Office.

7. Where national legislation contains a list establishing a presumption of occupational origin in respect of certain diseases, proof should be permitted of the occupational origin of diseases not so listed and of diseases listed when they manifest themselves under conditions different from those establishing a presumption of occupational origin.

8. Cash benefits in respect of incapacity for work should be paid from the first day in each case of suspension of earnings.

9. The rates of cash benefits in respect of temporary or initial incapacity for work, or in respect of total loss of earning capacity likely to be permanent, or corresponding loss of faculty, should be—

- (a) not less than two-thirds of the injured person's earnings: Provided that a maximum limit may be prescribed for the rate of benefit or for the earnings taken into account for the calculation of the benefit; or
- (b) where such benefits are provided at flat rates, not less than two-thirds of the average earnings of persons employed in the major group of economic activities with the largest number of economically active male persons.



10. (1) The cash benefit payable by reason of loss of earning capacity likely to be permanent, or corresponding loss of faculty, should take the form of a periodical payment for the duration of such loss in all cases in which the degree of loss equals at least 25 per cent.

(2) In cases in which the degree of loss of earning capacity likely to be permanent, or corresponding loss of faculty, is less than 25 per cent a lump sum may be paid in lieu of a periodical payment. Such lump sum should bear an equitable relationship to periodical payments and should not be less than the periodical payments which would be due in respect of a period of three years.

11. Provision should be made to defray the reasonable cost of the constant help or attendance of another person in cases in which the injured person requires such services; alternatively, the periodical payment should be increased by either a prescribed percentage or a prescribed amount.

12. Where an employment injury entails unemployability or disfigurement and this is not taken fully into account in the evaluation of

the loss sustained by the injured person, supplementary or special benefits should be provided.

13. Where the periodical payments made to the surviving spouse and children are less than the maximum amounts prescribed, a periodical payment should be made to the following categories of persons if they were dependent on the deceased for support:

- (a) parents;
- (b) brothers and sisters;
- (c) grandchildren.

14. Where a maximum limit upon the total benefits payable to all the survivors is prescribed, such maximum should be not less than the rate of benefits payable in respect of total loss of earning capacity likely to be permanent, or corresponding loss of faculty.

15. The rates of cash benefits currently payable pursuant to paragraphs 2 and 3 of Article 14 and to paragraph 1 of Article 18 of the Employment Injury Benefits Convention, 1964, should be periodically adjusted, taking account of changes in the general level of earnings or the cost of living.

## Text of Convention Concerning Hygiene in Commerce and Offices

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and Having decided upon the adoption of certain proposals with regard to hygiene in commerce and offices, which is the fourth item on the agenda of the session, and

Having determined that certain of these proposals shall take the form of an international Convention,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Convention, which may be cited as the Hygiene (Commerce and Offices) Convention, 1964:

### I. OBLIGATIONS OF PARTIES

#### Article 1

This Convention applies to—

- (a) trading establishments;
- (b) establishments, institutions and administrative services in which the workers are mainly engaged in office work;
- (c) insofar as they are not subject to national laws or regulations or other arrangements concerning hygiene in industry, mines, transport or agriculture, any departments of other establishments, institutions or administrative services in which departments the workers are mainly engaged in commerce or office work.

#### Article 2

The competent authority may, after consultation with the organizations of employers and workers directly concerned, where such exist, exclude from the application of all or any of the provisions of this Convention specified classes of the establishments, institutions or administrative services, or departments thereof, referred to in Article 1, where the circumstances and conditions of employment are such that the application to them of all or any of the said provisions would be inappropriate.

#### Article 3

In any case in which it is doubtful whether an establishment, institution or administrative service is one to which this Convention applies,

the question shall be settled either by the competent authority after consultation with the representative organizations of employers and workers concerned, where such exist, or in any other manner which is consistent with national law and practice.

#### Article 4

Each Member which ratifies this Convention undertakes that it will—

- (a) maintain in force laws or regulations which ensure the application of the General Principles set forth in Part II, and
- (b) ensure that such effect as may be possible and desirable under national conditions is given to the provisions of the Hygiene (Commerce and Offices), Recommendation, 1964, or to equivalent provisions.

#### Article 5

The laws or regulations giving effect to the provisions of this Convention and any laws or regulations giving such effect as may be possible and desirable under national conditions to the provisions of the Hygiene (Commerce and Offices) Recommendation, 1964, or to equivalent provisions, shall be framed after consultation with the representative organizations of employers and workers concerned, where such exist.

#### Article 6

1. Appropriate measures shall be taken, by adequate inspection or other means, to ensure the proper application of the laws or regulations referred to in Article 5.

2. Where it is appropriate to the manner in which effect is given to this Convention, the necessary measures in the form of penalties shall be taken to ensure the enforcement of such laws or regulations.

## II. GENERAL PRINCIPLES

#### Article 7

All premises used by workers, and the equipment of such premises, shall be properly maintained and kept clean.

#### Article 8

All premises used by workers shall have sufficient and suitable ventilation, natural or artificial or both, supplying fresh or purified air.

#### Article 9

All premises used by workers shall have sufficient and suitable lighting; workplaces shall, as far as possible, have natural lighting.

#### Article 10

As comfortable and steady a temperature as circumstances permit shall be maintained in all premises used by workers.

#### Article 11

All workplaces shall be so laid out and workstations so arranged that there is no harmful effect on the health of the worker.

#### Article 12

A sufficient supply of wholesome drinking water or of some other wholesome drink shall be made available to workers.

#### Article 13

Sufficient and suitable washing facilities and sanitary conveniences shall be provided and properly maintained.

#### Article 14

Sufficient and suitable seats shall be supplied for workers and workers shall be given reasonable opportunities of using them.

#### Article 15

Suitable facilities for changing, leaving and drying clothing which is not worn at work shall be provided and properly maintained.

#### Article 16

Underground or windowless premises in which work is normally performed shall comply with appropriate standards of hygiene.

#### Article 17

Workers shall be protected by appropriate and practicable measures against substances, processes and techniques which are obnoxious, unhealthy or toxic or for any reason harmful. Where the nature of the work so requires, the competent authority shall prescribe personal protective equipment.

#### Article 18

Noise and vibrations likely to have harmful effects on workers shall be reduced as far as possible by appropriate and practicable measures.

#### Article 19

Every establishment, institution or administrative service, or department thereof, to which this Convention applies shall, having regard to its size and the possible risk—

- (a) maintain its own dispensary or first-aid post; or
- (b) maintain a dispensary or first-aid post jointly with other establishments, institutions or administrative services, or departments thereof; or
- (c) have one or more first-aid cupboards, boxes or kits.

#### Article 20

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

#### Article 21

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

#### Article 22

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### Article 23

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

#### Article 24

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

#### Article 25

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### Article 26

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 22 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

#### Article 27

The English and French versions of the text of this Convention are equally authoritative.



## Text of Recommendation Concerning Hygiene in Commerce and Offices

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-eighth Session on 17 June 1964, and

Having decided upon the adoption of certain proposals with regard to hygiene in commerce and offices, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this ninth day of July of the year one thousand nine hundred and sixty-four the following Recommendation, which may be cited as the Hygiene (Commerce and Offices) Recommendation, 1964:

### I. SCOPE

1. This Recommendation applies to all the following establishments, institutions and administrative services, whether public or private:

- (a) trading establishments;
- (b) establishments, institutions and administrative services in which the workers are mainly engaged in office work, including offices of persons engaged in the liberal professions;
- (c) in so far as they are not included in establishments referred to in Paragraph 2 and are not subject to national laws or regulations or other arrangements concerning hygiene in industry, mines, transport or agriculture, any departments of other establishments, institutions or administrative services in which departments the workers are mainly engaged in commerce or office work.

2. This Recommendation also applies to the following establishments, institutions and administrative services;

- (a) establishments, institutions and administrative services providing personal services;
- (b) postal and telecommunications services;
- (c) newspaper and publishing undertakings;
- (d) hotels and boarding houses;
- (e) restaurants, clubs, cafés, and other catering establishments;
- (f) theatres and places of public entertainment and other recreational services.

3. (1) Where necessary, appropriate arrangements should be made to define, after consultation with the representative organizations of employers and workers concerned, the line which separates establishments, institutions or administrative services to which this Recommendation applies from other establishments.

(2) In any case in which it is doubtful whether an establishment, institution or administrative service is one to which this Recommendation applies, the question should be settled either by the competent authority after consultation with the representative organizations of employers and workers concerned, or in any other manner which is consistent with national law and practice.

### II. METHODS OF APPLICATION

4. Having regard to the diversity of national circumstances and practices, effect may be given to the provisions of this Recommendation—

- (a) by national laws or regulations;
- (b) by collective agreement or as otherwise agreed by the employers and workers concerned;

- (c) by arbitration awards; or
- (d) in any other manner approved by the competent authority after consultation with the representative organizations of employers and workers concerned.

### III. MAINTENANCE AND CLEANLINESS

5. All places in which work is carried on, or through which workers may have to pass, or which contain sanitary or other facilities provided for the common use of workers, and the equipment of such places, should be properly maintained.

6. (1) All such places and equipment should be kept clean.

(2) In particular the following should be regularly cleaned:

- (a) floors, stairs and passages;
- (b) windows used for lighting, and sources of artificial lighting;
- (c) walls, ceilings and equipment.

7. Cleaning should be carried out—

- (a) by means raising the minimum amount of dust;
- (b) outside working hours, except in particular circumstances or where cleaning during working hours can be effected without disadvantage for the workers.

8. Cloakrooms, lavatories, washstands and, if necessary, other facilities for the common use of workers should be regularly cleaned and periodically disinfected.

9. All refuse and waste likely to give off obnoxious, toxic or harmful substances, or be a source of infection, should be made harmless, removed or isolated at the earliest possible moment; disposal should be in accordance with standards approved by the competent authority.

10. Removal and disposal arrangements for other refuse and waste should be made and sufficient receptacles for such refuse and waste should be provided in suitable places.

### IV. VENTILATION

11. In all places in which work is carried on, or which contain sanitary or other facilities for the common use of workers, there should be sufficient and suitable ventilation, natural or artificial or both, supplying fresh or purified air.

12. In particular—

- (a) apparatus ensuring natural or artificial ventilation should be so designed as to introduce a sufficient quantity of fresh or purified air per person and per hour into an area, taking into account the nature and conditions of the work;
- (b) arrangements should be made to remove or make harmless, as far as possible, fumes, dust and any other obnoxious or harmful impurities which may be generated in the course of work;
- (c) the normal speed of movement of air at fixed work stations should not be harmful to the health or comfort of the persons working there;
- (d) as far as possible and in so far as conditions require, appropriate measures should be taken to ensure that in enclosed premises a suitable hygrometric level in the air is maintained.

13. Where a workplace is wholly or substantially air conditioned, suitable means of emergency ventilation, natural or artificial, should be provided.

### V. LIGHTING

14. In all places in which work is carried on, or through which workers may have to pass

or which contain sanitary or other facilities provided for the common use of workers, there should be, as long as the places are likely to be used, sufficient and suitable lighting, natural or artificial, or both.

15. In particular, all practicable measures should be taken—

(a) to ensure visual comfort—

- (i) by openings for natural lighting which are appropriately distributed and of sufficient size;
  - (ii) by a careful choice and appropriate distribution of artificial lighting;
  - (iii) by a careful choice of colours for the premises and their equipment;
- (b) to prevent discomfort or disorders caused by glare, excessive contrasts between light and shade, reflection of light and over-strong direct lighting;
- (c) to eliminate harmful flickering whenever artificial lighting is used.

16. Wherever sufficient natural lighting is reasonably practicable it should be adopted in preference to any other.

17. Suitable standards of natural or artificial lighting for different types of work and premises and various occupations should be fixed by the competent authority.

18. In premises where there are large numbers of workers or visitors, emergency lighting should be provided.

#### VI. TEMPERATURE

19. In all places in which work is carried on, or through which workers may have to pass, or which contain sanitary or other facilities provided for the common use of workers, the best possible conditions of temperature, humidity and movement of air should be maintained, having regard to the nature of the work and the climate.

20. No worker should be required to work regularly in an extreme temperature. Accordingly, the competent authority should determine either maximum or minimum standards of temperature, or both, having regard, to the climate and to the nature of the establishment, institution or administrative service and of the work.

21. No worker should be required to work regularly in conditions involving sudden variations in temperature which are considered by the competent authority to be harmful to health.

22. (1) No worker should be required to work regularly in the immediate neighbourhood of equipment radiating a large amount of heat or causing an intense cooling of the surrounding air, considered by the competent authority to be harmful to health, unless suitable control measures are taken, the time of the worker's exposure is reduced, or he is provided with suitable protective equipment or clothing.

(2) Fixed or movable screens, deflectors or other suitable devices should be provided and used to protect workers against any large-scale intake of cold or heat, including the heat of the sun.

23. (1) No worker should be required to work at an outdoor sales counter in low temperatures likely to be harmful unless suitable means of warming himself are available.

(2) No worker should be required to work at an outdoor sales counter in high temperatures likely to be harmful unless suitable means of protection against such high temperatures are available.

24. The use of methods of heating or cooling likely to cause harmful or obnoxious fumes in the atmosphere of premises should be forbidden.

25. When work is carried out in a very low or a very high temperature, workers should be given a shortened working day or breaks included in the working hours, or other relevant measures taken.

#### VII. WORKING SPACE

26. (1) All workplaces should be so laid out and work stations so arranged that there is no harmful effect on the health of the worker.

(2) Each worker should have sufficient unobstructed working space to perform his work without risk to his health.

27. The competent authority should specify—

(a) the floor area to be provided in enclosed premises for each worker regularly working there;

- (b) the minimum unobstructed volume of space to be provided in enclosed premises for each worker regularly working there;
- (c) the minimum height of new enclosed premises in which work is to be regularly performed.

#### VIII. DRINKING WATER

28. A sufficient supply of wholesome drinking water or of some other wholesome drink should be made available to workers. Wherever the distribution of running drinking water is practicable, preference should be given to this system.

29. (1) Any containers used to distribute drinking water or any other authorized drink should—

- (a) be tightly closed and where appropriate fitted with a tap;
- (b) be clearly marked as to the nature of their contents;
- (c) not be buckets, tubs or other receptacles with a wide open top (with or without a lid) in which it is possible to dip an instrument to draw off liquid;
- (d) be kept clean at all times.

(2) A sufficient number of drinking vessels should be provided and there should be facilities for washing them with clean water.

(3) Cups the use of which is shared by a number of workers should be forbidden.

30. (1) Water which does not come from an officially approved source for the distribution of drinking water should not be distributed as drinking water unless the competent health authority expressly authorizes such distribution and holds periodical inspections.

(2) Any method of distribution other than that practised by the officially approved local supply service should be notified to the competent health authority for its approval.

31. (1) Any distribution of water not fit for drinking should be so labelled at the points where it can be drawn off.

(2) There should be no interconnection, open or potential, between drinking water systems and systems of water not fit for drinking.

#### IX. WASHSTANDS AND SHOWERS

32. Suitable and suitable washing facilities should be provided for the use of workers in suitable places and should be properly maintained.

33. (1) These facilities should, to the greatest possible extent, include washstands, with hot water if necessary, and, where the nature of the work so requires, showers with hot water.

(2) Soap should be made available to workers.

(3) Appropriate products (such as detergents, special cleansing creams or powders) should be made available to workers wherever the nature of the work so requires; the use for



personal cleanliness of products harmful to health should be forbidden.

(4) Towels, preferably individual, or other suitable means of drying themselves should be made available to workers. Towels for common use which do not provide a fresh clean portion for each use should be forbidden.

34. (1) Water provided for washstands and showers should not present any health risks.

(2) Where water used in washstands and showers is not fit for drinking, this should be clearly indicated.

35. Separate washing facilities should be provided for men and women, except in very small establishments where common facilities may be provided with the approval of the competent authority.

36. The number of washstands and showers should be fixed by the competent authority having regard to the number of workers and the nature of their work.

#### X. SANITARY CONVENIENCES

37. Sufficient and suitable sanitary conveniences should be provided for the use of workers in suitable places and should be properly maintained.

38. (1) Sanitary conveniences should be so partitioned as to ensure sufficient privacy.

(2) As far as possible sanitary conveniences should be supplied with flushing systems and traps and with toilet paper or some other hygienic means of cleaning.

(3) Appropriately designed receptacles with lids or other suitable disposal units such as incinerators should be provided in sanitary conveniences for women.

(4) As far as possible, conveniently accessible washstands in sufficient number should be provided near conveniences.

39. Separate sanitary conveniences should be provided for men and women, except with the approval of the competent authority, in establishments where not more than five persons or only members of the employer's family are employed.

40. The number of W.C.'s and urinals for men, and of W.C.'s for women, should be fixed by the competent authority having regard to the number of workers.

41. Sanitary conveniences should be adequately ventilated and so located as to prevent nuisances. They should not communicate directly with workplaces, rest rooms or canteens, but should be separated therefrom by an antechamber or by an open space. Approaches to outdoor conveniences should be roofed.

#### XI. SEATS

42. Sufficient and suitable seats should be supplied for workers and workers should be given reasonable opportunities of using them.

43. To the greatest possible extent, work stations should be so arranged that workers who work standing may discharge their duties sitting whenever this is compatible with the nature of the work.

44. Seats supplied for workers should be of comfortable design and dimensions, be suited to the work performed, and facilitate good working posture in the interest of the worker's health; if necessary, foot-rests should be supplied for the same purpose.

#### XII. CLOTHING ACCOMMODATION AND CHANGING ROOMS

45. Suitable facilities, such as hangers and cupboards, for changing, leaving and drying clothing which is not worn at work should be provided and properly maintained.

46. Where the number of workers and the nature of their work so require, changing rooms should be provided.

47. (1) Changing rooms should contain—

(a) properly ventilated personal cupboards or other suitable receptacles of sufficient dimensions, which can be locked;

(b) a sufficient number of seats.

(2) Separate compartments for street clothes and working attire should be provided whenever workers are engaged in operations necessitating the wearing of working attire which may be contaminated, heavily soiled, stained or impregnated.

48. There should be separate changing rooms for men and women.

#### XIII. UNDERGROUND AND SIMILAR PREMISES

49. Underground or windowless premises in which work is normally performed should comply with appropriate standards of hygiene laid down by the competent authority.

50. As far as circumstances allow, workers should not be required to work continuously in underground or windowless premises, but should work there in rotation.

#### XIV. OBNOXIOUS, UNHEALTHY OR TOXIC SUBSTANCES, PROCESSES AND TECHNIQUES

51. Workers should be protected by appropriate and practicable measures against substances, processes and techniques which are obnoxious, unhealthy, or toxic or for any reason harmful.

52. In particular—

(a) all appropriate and practicable measures should be taken to replace such substances, processes and techniques by substances, processes and techniques which are not obnoxious, unhealthy or toxic or for any reason harmful, or which are not to the same extent;

(b) the competent authority should encourage and advise on the measures of substitution referred to in clause (a) and, with regard to retail sales, the use of processes and techniques and containers excluding any harmful effects;

(c) where the measures of substitution referred to in clause (a) are not possible, engineering control methods such as enclosure, isolation and ventilation should be used;

(d) equipment to control or eliminate obnoxious, unhealthy or toxic or for any reason harmful substances should be kept in good repair at all times;

(e) all appropriate and practicable measures should be taken to protect workers against risks such as those resulting from knocking over, spilling, emanation or splashing of substances which are obnoxious, unhealthy or toxic or for any reason harmful;

(f) it should be forbidden to smoke, eat, drink or put on make-up when toxic or for any reason harmful substances are handled; food, drink, tobacco or make-up used by workers should not be exposed to contamination from such substances.

53. Receptacles containing dangerous substances should bear—

(a) a danger symbol which is in accordance with recognized international standards, and, where necessary, defines the nature of the risk;

(b) the name of the substance or an indication to identify it; and

(c) as far as possible the essential instructions giving details of the first aid that should be administered if the substance should injure health or cause bodily injury.

54. (1) When, despite the measures taken in pursuance of Paragraphs 51 and 52, operations being performed are exceptionally dirty, or involve processes or techniques or the use or handling of substances that are unhealthy, toxic or for any reason harmful, then, depending on the extent and nature of the risks, workers should be adequately protected by protective clothing or such other personal protective equipment or devices as may be necessary.

(2) Such clothing, equipment and devices should include, for example, one or more of the following, depending on the nature of the operation: coats, overalls, aprons, goggles, gloves, hats, helmets, masks, footwear, barrier creams and special powders.

(3) If necessary the competent authority should fix minimum standards of efficiency for personal protective equipment and devices.

(4) Whenever special public health measures or the protection of workers' health necessitate the wearing of protective clothing and other personal protective equipment or devices at work, this clothing and equipment should be supplied, cleaned and maintained at the employer's expense.

55. Where the use of personal protective equipment or devices does not entirely eliminate the effect of substances, processes or techniques which are unhealthy or toxic or for any reason harmful, the competent authority should recommend, if necessary, that additional preventive measures be taken.

56. (1) Where necessary a minimum age for employment in work involving such substances, processes and techniques should be laid down by the competent authority.

(2) The competent authority should prescribe medical examinations (initial and periodical) for workers exposed to the effects of substances which are unhealthy or toxic or for any reason harmful.

#### XV. NOISE AND VIBRATION

57. (1) Noise (including sound emissions) and vibrations likely to have harmful effects on workers should be reduced as far as possible by appropriate and practicable measures.

(2) Particular attention should be paid—

- (a) to the substantial reduction of noise and vibrations caused by machinery and sound-producing equipment and devices;
- (b) to the enclosure or isolation of sources of noise or vibrations which cannot be reduced;
- (c) to the reduction of intensity and duration of sound emissions, including musical emissions; and
- (d) to the provision of sound-insulating equipment, where appropriate, to keep the noise of workshops, lifts, conveyors or the street away from offices.

58. If the measures referred to in subparagraph (2) of Paragraph 57 prove to be insufficient to eliminate harmful effects adequately—

- (a) workers should be supplied with suitable ear protectors when they are exposed to sound emissions likely to produce harmful effects;
- (b) workers exposed to sound emissions and vibrations likely to produce harmful effects should be granted regular breaks included in the working hours in premises free of such sound emissions and vibrations;
- (c) systems of work distribution or rotation of jobs should be applied where necessary.

#### XVI. METHODS AND PACE OF WORK

59. Work methods should as far as possible be adapted to the requirements of hygiene and to the physical and mental health and comfort of workers.

60. Appropriate measures should be taken, among others, to ensure that the mechanization of operations or methods of accelerating them do not impose a work rate likely, because of the concentrated attention or rapid movements required, to produce harmful effects on workers, in particular, physical fatigue or nervous fatigue which causes medically recognizable disorders.

61. Where the conditions of work make it necessary, the competent authority should fix a minimum age for employment in the operations referred to in Paragraph 60.

62. In order to prevent harmful effects or to limit them to the greatest possible extent, there should be breaks included in the working hours or, where possible, systems of work distribution or rotation of jobs.

#### XVII. FIRST AID

63. Every establishment, institution or administrative service, or department thereof, to which this Recommendation applies should, having regard to its size and the possible risk—

- (a) maintain its own dispensary or first-aid post; or
- (b) maintain a dispensary or first-aid post jointly with other establishments, institutions or administrative services, or departments thereof; or
- (c) have one or more first-aid cupboards, boxes or kits.

64. (1) The equipment of the dispensaries, and first-aid posts, cupboards, boxes or kits referred to in Paragraph 63 should be determined by the competent authority having regard to the number of workers and the nature of the risks.

(2) The contents of first-aid cupboards, boxes or kits should be kept in an aseptic condition and properly maintained, and should be checked at least once every month. These cupboards, boxes or kits should be restocked at such times or, where necessary, immediately after use.

(3) Each first-aid cupboard, box or kit should contain simple and clear instructions regarding the first aid to be given in emergency cases and indicating clearly the name of the person designated in conformity with Paragraph 65; all its contents should be carefully labelled.

65. Dispensaries and first-aid posts, cupboards, boxes or kits should at all times be readily accessible and easy to find and should be under the charge of a designated person able, as prescribed by the competent authority, to give first aid.

#### XVIII. MESS ROOMS

66. In cases to be determined by the competent authority, mess rooms should be provided for workers.

67. (1) Mess rooms should be provided with sufficient seats and tables.

(2) Within or in the immediate vicinity of mess rooms arrangements for heating meals, cool drinking water and hot water should be available.

(3) Covered waste bins should be provided.

68. (1) Mess rooms should be separate from any place in which there is exposure to toxic substances.



(2) The wearing of contaminated work clothing in mess rooms should be forbidden.

### XIX. REST ROOMS

69. (1) Where alternative facilities are not available for workers to take temporary rest during working hours, a rest room should be provided, where this is desirable, having regard to the nature of the work and any other relevant conditions and circumstances. In particular, rest rooms should be provided to meet the needs of women workers; of workers engaged on particularly arduous or special work requiring temporary rest during working hours; or of workers employed on broken shifts.

(2) National laws or regulations should, where appropriate, empower the competent authority to require the provision of rest rooms in cases in which this is considered desirable by the competent authority owing to the conditions and circumstances of employment.

70. The facilities so provided should include at least—

- (a) a room in which provision suited to the climate is made for relieving discomfort from cold or heat;
- (b) adequate ventilation and lighting;
- (c) suitable seating facilities in sufficient numbers.

### XX. PLANNING AND CONSTRUCTION

71. The plans of new buildings designed for use as establishments, institutions and administrative services, or departments thereof, to which this Recommendation applies, and of new installations designed for such use in existing buildings where substantial alterations are to be made, should conform to the greatest possible extent to the provisions of this Recommendation and should, in cases prescribed by national laws or regulations, be submitted for prior approval to the competent authority.

72. The plans should contain sufficient information concerning in particular—

- (a) the location of workplaces, movement areas, ordinary and emergency exits and sanitary facilities;
- (b) the dimensions of workplaces and of emergency exits, doors and windows, with details of the height of window sills;
- (c) the type of floors, walls and ceilings;
- (d) machinery and installations which may emit heat, vapour, gases, dust, odours, light, noise or vibrations in quantities likely to affect adversely the health, safety or comfort of workers, together with the measures proposed to combat such agents;
- (e) the type of heating and lighting used;
- (f) any mechanical ventilation equipment;
- (g) any sound-proofing, damp-proofing and temperature control measures.

73. The competent authority should grant reasonable time limits for any changes that it might require in order to make establishments, institutions and administrative services, or departments thereof, to which this Recommendation applies conform to the provisions of this Recommendation.

74. As far as possible, floors should be so constructed and covered, and walls, ceilings and equipment should be so constructed as not to present any health risks.

75. Adequate means of escape should be provided and properly maintained.

### XXI. MEASURES AGAINST THE SPREAD OF DISEASES

76. (1) Measures should be taken to prevent the spread of transmissible diseases among persons working within any establishment, institution or administrative service, or department thereof, to which this Recommendation applies, and between workers and the public.

(2) Such measures should include, in particular—

- (a) collective or individual technical and medical preventive measures, including the prevention of infectious diseases and action against insects, rodents and other noxious animals;
- (b) medical supervisory measures.

### XXII. INSTRUCTION IN HYGIENE MEASURES

77. Measures should be taken to give workers and employers the necessary elementary understanding of the hygiene measures which the workers may be required to take during working hours.

78. (1) Workers should be informed in particular of—

- (a) the health risks inherent in any harmful substances which they may be required to handle or employ, even if these products are little used in the establishment concerned;
- (b) the need to make good use of equipment and devices provided for hygiene and protection.

(2) If full information on hygiene cannot be given in a language understood by the workers, they should at least be informed in such a language of the meaning of important terms, expressions and symbols.

### XXIII. CO-OPERATION IN THE FIELD OF HYGIENE

79. (1) The competent authority, employers and workers should establish mutual contacts, in order to ensure the hygiene of workers in connection with their work.

(2) The competent authority, in giving effect to the provisions of this Recommendation, should consult with the representative organizations of employers and workers concerned, or, where such do not exist, the representatives of employers and workers concerned.

80. (1) The competent authority should encourage and, if necessary, itself undertake the study of any measures designed to ensure the hygiene of workers in connection with their work.

(2) The competent authority should give wide circulation to any documentation on means of ensuring the hygiene of workers in connection with their work.

(3) Full information and advice on all subjects dealt with in this Recommendation should be available from the competent authority.

81. (1) In establishments, institutions or administrative services, or departments thereof, in respect of which the competent authority deems it desirable having regard to the possible degree of risk, at least one delegate or official for matters of hygiene should be designated.

(2) Hygiene delegates or officials should co-operate closely with employers and workers in eliminating risks to workers' health and to this end should, in particular, keep in touch with employers' and workers' representatives.

(3) In establishments, institutions or administrative services in respect of which the competent authority deems it desirable having regard to the possible degree of risk, a hygiene committee should be set up.

(4) Hygiene committees should endeavour, in particular, to eliminate risks to the health of workers.

82. The competent authority, in collaboration with employers and workers concerned or their representative organizations, should carry out investigations with a view to assembl[ing] information regarding diseases likely to arise

from work and to perfecting measures to eliminate the causes and conditions which give rise to these diseases.

#### XXIV. ENFORCEMENT

83. Appropriate measures should be taken, by adequate inspection or other means, to ensure the proper application of laws, regulations or other provisions concerning hygiene.

84. Where it is appropriate to the manner in which effect is given to this Recommendation, the necessary measures in the form of penalties should be taken to ensure the enforcement of its provisions.

## 159th Session, ILO Governing Body

### *Canada's Deputy Minister of Labour elected Chairman for 1964-65*

At the 159th Session of the Governing Body of the International Labour Organization, George V. Haythorne, Deputy Minister of Labour, who has been Canadian government representative on the Governing Body since 1956, was unanimously elected Chairman for a one-year period. Dr. Haythorne headed the Canadian delegation at the 48th International Labour Conference.

Since the ILO was founded in 1919, this is the third time that a Canadian has been honoured by election to the chairmanship.

Dr. Haythorne succeeds Mexican Under Secretary for Foreign Affairs Emilio Calderon Puig. Employers' Vice-President Pierre Waline (France) and Workers' Vice-President Jean Mori (Switzerland) were re-elected to their present posts.

The Governing Body decided on two measures in pursuance of the Declaration concerning the policy of *apartheid* of the Republic of South Africa, adopted by the International Labour Conference in July (see preceding story).

It decided, as empowered by the ILO Constitution, to request the Government of the Republic of South Africa to supply annual reports on the position of its law and practice with regard to ILO Conventions and Recommendations dealing with freedom of association, penal sanctions, the abolition of forced labour and the elimination of discrimination in employment and occupation.

The Governing Body furthermore requested the Director-General to submit to the Conference at its subsequent sessions a special report bearing on the application of the Declaration and including any necessary recommendations concerning any measures which should be adopted with a view to bringing to an end the policy of *apartheid* in the Republic of South Africa.

Up to the time of the 159th Session of the ILO Governing Body, 44 countries had made or promised contributions to the Endowment Fund of the International Institute for Labour Studies. A Canadian contribution of \$250,000

was announced by the Minister of Labour in an address to the 48th International Labour Conference (see page 687).

Other recent contributions include:

—from the Government of Burma, \$2,000

—from the Government of Ivory Coast, \$12,000

—from the Government of Portugal, \$300,000

—from the Government of Lebanon, \$2,000.

The Contribution from the Portuguese Government is one that was promised in June 1962.

Early last year, the Ford Foundation of the United States announced a grant of \$200,000 to the Institute. The grant was to cover a two-year period, and was to be used to enable the Institute "to hold additional international training courses, and to conduct special research on labour-management problems in developing countries."

Up to the middle of June, contributions pledged toward the financing of the International Centre for Advanced Vocational and Technical Training at Turin included one from the Italian Government of about \$7,177,000 in 10 annual payments of \$717,000, payable on January 1 of each year from the start of operations on January 1, 1965. The Italian Government has also promised to pay for a number of fellowships, and will contribute approximately \$105,000 for this purpose in 1965.

Other recent contributions to the Centre include:

from the French Government, about \$204,000 a year for four years from January 1, 1965;

—from the Belgian Government, the equivalent of \$40,000 a year for four years from January 1, 1965;

—from the Republic of Cyprus, \$5,000;

—from the Republic of Jordan, \$500;

—from the Government of Pakistan, \$5,200 a year for four years;

—from the Government of Libya, \$5,000.

Various gifts of equipment have also been pledged.

The Turin Centre will provide advanced technical and vocational training, primarily for the benefit of developing countries of Asia, Africa, Latin America and the Near and Middle East, for persons who are considered suitable for more advanced training than any they could obtain in their own countries or regions. The ILO Governing Body has authorized its opening three months after receipt of funds equivalent to half the amount needed for the first year's operations, and of assurances of funds necessary for at least the first four years.



## Conference on Employment Problems of Automation and Advanced Technology

A Conference on Employment Problems of Automation and Advanced Technology organized by the ILO's International Institute for Labour Studies was held in Geneva from July 19 to 24. It attracted participants from 20 nations.

The conference examined the impact of automation and advanced technology on employment, education and training, management and industrial relations. It was financed by the American and British Foundations on Automation and Employment within the framework of the study and research program of the International Institute for Labour Studies.

The purpose of the Conference was to explore some of the social and economic problems raised by rapid technological change, to promote the study of these problems and to permit an exchange of views among scholars and specialists.

It brought together about 80 university scholars and specialists drawn from labour, management and governments with an interest in, and expert knowledge of the economic and social impact of technological change.

Lord Robens, Chairman of the United Kingdom National Coal Board and Deputy Chairman of the British Foundation on Automation and Employment, and Jean Mori, Worker Vice-President of the ILO Governing Body and Secretary, Swiss Federation of Trade Unions, addressed the closing session.

Lord Robens said that the U.K. National Coal Board had reduced its labour force from 680,000 workers to 490,000 in five years "with far fewer labour disputes—at a critical period in the history of the industry—than during the preceding five years" and with the co-operation of the workers, thanks to the NCB's policy in dealing with labour problems arising from technological change.

He said that management must make a major effort to provide workers displaced by technological change with suitable alternative employment through retraining and relocation, as well as through understanding of the personal problems, such as moving house and changing their children's schools.

"This," he said, "is to win the co-operation of workers by showing them that technological change does not mean they are working themselves out of a job but into a new—often more remunerative—posts".

Lord Robens said unions should assist by organizing workers' education courses to explain that only modernizing techniques can ensure constantly rising standards of living.

Governments, he said, should ensure that management and labour are performing these tasks adequately, while studying the problems of better education for an age of advanced technology to eliminate the unskilled workers "for whom there is no longer any place in a modern society."

Mr. Mori gave a number of reasons why workers attach a very great importance to the problems arising from automation and scientific and technical progress in general.

"Labour unions throughout the world," he said, "are deeply concerned by the new situations arising from automation." He added that although the unions understand the enormous opportunities opened up by scientific and technical progress, it was quite natural that they should insist on a progressive implementation of the new methods of production and upon previous consultation with the labour unions.

"It is also quite understandable," he said, "that they insist on an equitable distribution of the new riches among all those who help to produce them, by means of a reduction of prices to consumers, improvement in the standard of living and in social benefits."

# TEAMWORK in INDUSTRY

Science is leading sociology in a race for the future, and labour and management must work together to keep up with both, says George V. Haythorne, Deputy Minister of Labour. "If labour and management form a bond of unity they will be ready to take advantage of changing times," he told more than 400 delegates who attended the recent Labour-Management Conference in Calgary.

On the subject of labour-management problems today, Dr. Haythorne acknowledged that they are numerous and diverse. He revealed, however, that whenever conferences have been held to discuss these problems, four major conclusions have invariably been reached:

—greater co-operation is essential in the face of industrial development and advance;

—mutual trust must be developed;

—labour and management must meet at regular intervals;

—unions must be respected by management and management understood and accepted by unions.

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Speaking at Medicine Hat, federal Assistant Deputy Minister of Labour Gordon G. Cushing said: "The record of co-operation between labour and management since World War II is good but there is room for improvement."

Canadian labour and management have come to realize the need for increased co-operation because of the changing economic conditions, Mr. Cushing continued. Because of increased productivity, other nations have cut into both the export and domestic markets of Canadian companies and both groups now realize that co-operation is needed if Canada is to produce more efficiently. And because Canada is a trading nation, the drop in exports has resulted in both reduced business and a rise in unemployment.

To illustrate how labour-management co-operation has increased in Canada, Mr. Cushing reported that from 1958 to 1963 time lost through strikes and lockouts was cut by more than half, despite the fact

that the number of non-agricultural workers was steadily increasing. During that time, he said, the number of joint committees in business and industry rose from 1,300 to 1,800.

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Service industries interested in operating a "really successful" labour-management committee should set up specific projects so that employees have a visible target to shoot at, says John Dingle, supervisor of personnel and public relations at Moncton Hospital, Moncton, N.B. He recommended the procedure especially for committees faltering through lost momentum.

Two years ago, Mr. Dingle revealed, Moncton Hospital's LMC spearheaded formation of an employee credit union. The committee's initiative and enthusiasm rapidly attracted the support of the staff, and today the union is thriving. At last report, it had more than 280 members, \$4,700 in savings and \$2,300 out in loans to employees.

Recently the committee turned its attention to promoting safety through the introduction of classes in accident prevention. Working in conjunction with the New Brunswick Accident Prevention Council, the committee has succeeded in rousing "a new, keen interest in hospital employee safety."

As for future "special" projects, the labour-management committee has completed a study of the possibility of organizing an employee counselling service. An employee fire prevention program is also planned.

Employee representatives on the LMC are members of Local 720, Canadian Union of Public Employees.

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Dr. J. Lorne Gray, President of Atomic Energy of Canada Limited, told delegates to the company's first labour-management conference in Chalk River, Ont., that in our modern highly competitive world it is essential for labour and management to understand each other's responsibilities, problems and points of view. "Co-operation between us is also essential if we are both to survive and keep our place in the sun," he said.

Dr. Gray sounded the communications aim of the conference in his welcoming address when he declared: "We feel, also, that we should make a greater effort to show you what we are doing, and to tell you something of our objectives and plans."

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during June. The Board issued ten certificates designating bargaining agents and rejected one application for certification. During the month the Board received eight applications for certification and allowed the withdrawal of three such applications.

### Applications for Certification Granted

1. General Truck Drivers Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Liquid Cargo Lines Limited, Clarkson, Ont. (L.G., July, p. 573). W. A. Presswood, an employee of the company, had intervened.

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Trans-World Chartering Limited, Montreal, Que. (L.G., July, p. 573). Local 13946, District 50, United Mine Workers of America had intervened.

3. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Chandler Local No. 455, on behalf of a unit of longshoremen employed in the stevedoring operations of the Gaspesia Pulp and Paper Co. Ltd. at Chandler, Que. (L.G., June, p. 495).

4. United Packinghouse, Food and Allied Workers, Local 1145, on behalf of a unit of employees of Maple Leaf Mills Limited employed at Calgary, Alta. (L.G., July, p. 574).

5. Association of Canadian Television and Radio Artists on behalf of a unit of employees of the Canadian Marconi Company in its Broadcasting Division, Television Station CFCF-TV, and Radio Station CFCF, employed as staff announcer, staff performer and newscaster/writer (L.G., July, p. 574). The National Association of Broadcast Employees and Technicians had intervened.

6. Brotherhood of Railroad Trainmen on behalf of a unit of yard conductors and yard brakemen employed by The Shawinigan Falls Terminal Railway Company, Shawinigan, Que. (L.G., July, p. 574). The Brotherhood of Railway Running Trades Union had intervened.

7. Brotherhood of Locomotive Engineers on behalf of a unit of locomotive engineers and helpers employed by The Shawinigan Falls Terminal Railway Company, Shawinigan, Que. (L.G., July, p. 574). The Brotherhood of Railway Running Trades Union had intervened.

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of office employees employed by the Canada Steamship Lines Limited in its offices at Windsor, Ont. (L.G., July, p. 575).

9. Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard vessels owned and operated by Lakeland Tankers Ltd., Toronto, Ont. (application received during month).

10. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880 and General Drivers, Warehousemen and Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of checkers, drivers, dockmen and driver-dockmen employed by the Canadian Great Western Express Ltd. at its terminals in Winnipeg, Man., and Windsor, Ont. (application received during month).

### Application for Certification Rejected

Brotherhood of Railway Running Trades Union, applicant; The Shawinigan Falls Terminal Railway Company, Shawinigan, Que., respondent; Brotherhood of Railroad Trainmen, intervener; and Brotherhood of Locomotive Engineers, intervener (L.G., July, p. 574). The application was rejected for the reason that the applicant organization was not prepared to proceed with and press the application for certification.

### Applications for Certification Received

1. Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard vessels owned and operated by Lakeland Tankers Ltd., Toronto, Ont. (See applications for certification granted, above).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880 and General Drivers, Warehousemen and

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of checkers, drivers, dockmen and driver-dockman employed by the Canadian Great Western Express Ltd. at its terminals in Winnipeg, Man., and Windsor, Ont. (see "Applications for Certification Granted," above).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Local 938, General Truck Drivers of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Sault Ste. Marie Terminal of Lakehead Freightways Ltd., Port Arthur, Ont. (Investigating Officer: A. B. Whitfield). (See "Applications for Certification Withdrawn," below).

4. National Syndicate of Employees of Quebec Harbour, CNTU, on behalf of a

unit of employees in the general operations, maintenance and cold storage of the National Harbours Board, Quebec, Que. (Investigating Officer: Miss M.-P. Bigras).

5. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Berven Enterprises Ltd., Burnaby, B.C. (Investigating Officer: G. H. Purvis). (see "Applications for Certification Withdrawn," below).

6. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of The St. Lawrence Seaway Authority employed on the twinning project, Welland Canal. (Investigating Officers: G. A. Lane and G. E. Plant).

7. International Alliance of Theatrical Stage Employees, Local 878, on behalf of a unit of employees of the Canadian Broadcasting Corporation employed in the province of Quebec.

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### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



8. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, on behalf of a unit of employees employed in Alberta by Reimer Express Lines Limited, Winnipeg, Man. (Investigating Officer: G. H. Purvis).

#### **Applications for Certification Withdrawn**

1. Local 501, International Longshoremen's and Warehousemen's Union, Canadian Area, applicant, and the National Harbours Board, Vancouver, B.C., respondent (L.G., April, p. 288).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and

Helpers Local 938, General Truck Drivers of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and employees at the Sault Ste. Marie Terminal of Lakehead Freightways Ltd., Port Arthur, Ont., respondent (application received during month).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Berven Enterprises Ltd., Burnaby, B.C., respondent (marine engineers). (Application received during month).

## **Conciliation and Other Proceedings before the Minister of Labour**

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Western Manitoba Broadcasters Ltd., Brandon, and Association of Radio and Television Employees of Canada (Conciliation Officer: J. S. Gunn).

2. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe).

3. CJMS Radio Montreal Limitee and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

4. Radio Laurentides Inc., Saint-Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

5. Clarke Steamship Company Limited, Terminus Maritime Inc. and United Steelworkers of America, Local 5197 (Conciliation Officer: C. E. Poirier).

6. Cronkwright Transport Limited, Simcoe, Ont. and Local 879 of the International Brotherhood of Teamsters (Conciliation Officer: T. B. McRae).

7. Motor Transport Industrial Relations Bureau, representing certain companies within federal jurisdiction, and Local 880 of the International Brotherhood of Teamsters (Conciliation Officer: T. B. McRae).

8. Colonial Broadcasting Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies).

9. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight

Attendants' Association (Conciliation Officer: G. R. Currie).

10. Canadian Lake Carriers Negotiating Committee (26 companies) and Seafarers' International Union of Canada (unlicensed personnel) (Conciliation Officers: C. E. Poirier and T. B. McRae).

11. Canadian Lake Carriers Negotiating Committee (23 companies) and Seafarers' International Union of Canada (licensed division) (Conciliation Officers: C. E. Poirier and T. B. McRae).

#### **Settlements by Conciliation Officers**

1. British Overseas Airways Corp., Montreal, and United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier) (L.G., June, p. 495).

2. Vancouver Barge Transportation Limited and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 495).

#### **Conciliation Board Appointed**

North-American Elevators Limited and Syndicat Catholique et National des Debardeurs de Sorel Inc. (L.G., April, p. 289).

#### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established in May to deal with a dispute between Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians (L.G., July, p. 576) was fully constituted in June with the appointment of T. G. O'Connor of Toronto as Chairman. Mr. O'Connor was appointed by the Minister on the

joint recommendation of the other two members of the Board, F. G. Hamilton of Toronto and William F. Scandlan of Hamilton, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between Federal Electric Corporation, Paramus, N.J., (Dewline operations in Canada) and Local 2085 of the International Brotherhood of Electrical Workers (L.G., July, p. 576) was fully constituted in June with the appointment of Roy A. Gallagher of Winnipeg as Chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, Richard E. Noonan and Leonard Stevens, both of Winnipeg, nominees of the company and union, respectively.

#### **Conciliation Board Reports Received**

1. Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., July, p. 576). The text of the report is reproduced below.

2. Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America (L.G., April, p. 289).

3. Central Truck Lines Limited, Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 216).

#### **Board Report of Settlement Received**

Central Truck Lines, Ltd., Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 216).

#### **Strike Action after Board Procedure**

Asbestos-Eastern Transport Inc., Asbestos, Que., and locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above). Stoppage of work occurred June 15.

#### **Appointment of Industrial Inquiry Commission**

Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (Stoppage of work occurred April 24; work resumed June 13; Judge A. H. MacKinnon appointed Industrial Inquiry Commission on June 18).

## **Report of Board in Dispute between**

*Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd.  
and*

*Canadian Brotherhood of Railway, Transport and General Workers*

#### **Findings and Recommendations**

The present collective agreement shall be renewed with incorporation of the following changes:

1. The new agreement shall be effective from January 1, 1964 until February 28, 1966.

2. The existing B.C. Towboat Industry Standard Welfare Plan shall be instituted as soon as possible after the signing of the collective agreement.

3. The parties shall agree upon the details of a Minimum Manning Scale which shall be incorporated into the collective agreement.

4. Article 2. Section 12. Working Cargo—Subsection (b) shall be revised to read as follows:

"When the crew are required to do work regularly done by longshoremen in the ports of Vancouver or Prince Rupert, they shall receive longshore rates of pay with a

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During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of J. C. Ross of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, R. A. Mahoney of Vancouver and R. C. Smith of North Surrey, nominees of the companies and union, respectively.

The report of the chairman and Mr. Mahoney, constitutes the report of the Board. The minority report was submitted by Mr. Smith. The text of the majority and minority reports are reproduced here.



minimum of one hour and thereafter time to be computed in one-half hour periods.”

5. Article 2. Section 4. Meal Hours—Relieving for Meals—shall be revised to read as follows:

“(a) The meal hours for the unlicensed personnel covered by this agreement shall be as follows:

Breakfast ..... 7:30 a.m. to 8:30 a.m.  
Dinner ..... 11:30 a.m. to 12:30 p.m.  
Supper ..... 5:00 p.m. to 6:00 p.m.

(b) These hours may be varied, but such variation shall not exceed one (1) hour either way provided that one (1) unbroken hour shall be allowed at all times for dinner and supper when the vessel is in port.

(c) In all cases if one (1) unbroken hour is not given a one-hour meal period shall be dealt with as follows:

i. Three dollars (\$3.00) shall be paid for the meal period.

ii. At all times the meal period shall include at least one-half hour for the employee to eat his meal.

(d) At sea the four (4) to eight (8) watch shall relieve itself for supper.

(e) The twelve (12) to four (4) watch on sailing day is to be knocked off at 11:00 a.m. in order to eat at 11:30 a.m. and to be ready to go on watch at 12:00 noon.

6. Article 2. Section 8. Laid-up Ships—Subsection (b) shall be revised to read: “Wage on laid-up ships shall be \$2.25 per hour.”

7. Article 2. Section 15. Marine Disaster—shall be revised to read as follows:

“In case of shipwreck or disaster necessitating the abandoning of the ship, the crew shall be paid all wages as well as subsistence and provided with such suitable passenger accommodation as may be available back to port of Vancouver, B.C. In the event of loss of clothing the crew shall receive compensation in a sum not to exceed four hundred (\$400.00) dollars.”

8. Article 1. Section 29. Call Back for Shifting Ships—shall be revised to read as follows:

“(a) When vessel is in port and watches are broken and men are called back to work after 5:00 p.m. or before 6:00 a.m., or on Saturday, Sunday or Holidays, for the purpose of shifting ship, a minimum of four (4) hours’ overtime shall be paid for each call, except when men are knocked off for a period one (1) hour or less, in which case time shall be continuous.

(b) When men are called back to work between 6:00 a.m. and 8:00 a.m. for the purpose of shifting ship a minimum of two (2) hours’ overtime shall be paid for each call, except when men are knocked off for

a period of one (1) hour or less, in which case time shall be continuous.”

9. Article 3. Wages and Overtime Rates—shall be revised to incorporate the following increases:

Effective Jan. 1, 1964—\$6.00 per month

Effective Aug. 1, 1964—\$6.00 per month

Effective Feb. 1, 1965—\$6.00 per month

Effective Aug. 1, 1965—\$6.00 per month

Dated at Vancouver, B.C., this 11th day of June, 1964.

(Sgd.) J. C. Ross,  
Chairman.

(Sgd.) R. A. MAHONEY,  
Member.

## MINORITY REPORT

It has not been possible for me to reach agreement on a majority report with the other two members (Mr. J. C. Ross, chairman, and Mr. R. A. Mahoney, member) of the Board of Conciliation involving the above dispute. It is their contention that the settlement reached between Northland Shipping and the Seafarers’ International Union on Tuesday, May 26 has set a pattern for the settlement of this dispute and the Board has no alternative but to recommend same. This I do not agree with. Many other settlements have been made in the past twelve months which may be used as patterns in determining what is a fair and equitable settlement of this dispute, including the settlement between the longshoremen and the Wharf Operators Association of which this company was a party. I respectfully submit the following as my minority recommendations:

1. Term of Agreement: 2 years from January 1, 1964.

2. Wages: Effective January 1, \$10.00 (Ten Dollars) per month

Effective July 1, 1964—\$10.00 (Ten Dollars) per month

Effective January 1, 1965—\$20.00 (Twenty Dollars) per month.

Increase applicable to all rates.

NOTE: This represents an increase of 23 cents an hour over a period of two years. This would bring the Able Seamen’s hourly base rate to \$2.07 which; in my estimation, is far from being an unreasonable figure.

3. Overtime: Rate to be based on time and one half the basic rate.

4. Cargo Rate: To be increased to \$1.25 per hour and also to be applied to the handling of passenger baggage, passenger cars, express and lashing cargo.

NOTE: This will give the seaman a rate which is closer to the rate received by longshoremen for the same work for the same company.

5. Safety: Clause (d) to read: "No windlass in motion to be left unattended".

NOTE: This is a safety precaution which is standard in any industry to my knowledge, in regard to attending machines while in operation and should be indisputable.

Clause (e) to read: "When required to work cargo, the principle of one man for each job to be observed. No cargo work to be performed around open hatches."

NOTE: I agree with the principle that at least one man for each job is necessary. Also, it is a standard safety practice that no cargo work be performed around open hatches. If a man trips around an open hatch the danger of him falling below is too great not to warrant the few minutes it takes to cover up a hatch.

6. Welfare Plan: Existing towboat welfare plan to be instituted.

NOTE: In the companies' presentation (verbal) before the Board the statement was made that this could be agreed to.

7. Manning Scale: To be incorporated into the Agreement covering vessels under this Agreement.

NOTE: This is a standard provision in agreements covering other ships of the

parent company and the companies' representative indicated before the Board that this could be agreed to.

8. Meal Hours: Delete the words "for dinner and supper" in sub-section (b) of the current clause in the Agreement and revise the clause further to provide that the man will receive a minimum of one (1) hour at the overtime rate plus whatever time he works if a meal hour is broken.

NOTE: A meal period of at least one hour is standard in most industries for many reasons, including health reasons, and if a man is required to work during or through a meal hour a penalty rate is warranted.

9. Night Meals: Clause to remain the same.

10. Call Outs: Crew members, when required to work overtime, shall be given thirty (30) minutes call; overtime to commence from time of call if crew member reports for duty within thirty (30) minutes.

11. Annual Vacations: To remain the same.

Respectfully submitted

(Sgd.) ROY C. SMITH,  
Member.

## Report of Board in Dispute between

*Asbestos-Eastern Transport Inc.*

*and*

*International Brotherhood of Teamsters*

On the recommendation of Messrs. Camille Archambault and Reuben Spector, who had been appointed members of the Board of Conciliation and Investigation in the above matter, on the recommendation of the employer and the employees respectively, Mr. Justice Roger Ouimet, of the Superior Court, was appointed Chairman and third member of the said Board, on February 24, 1964.

In his letter to the Director of Industrial Relations, Department of Labour, dated February 21, 1964, Mr. Reuben Spector had advised the Department that it would not be possible for him to act prior to March 12.

The Chairman was advised of his nomination on the 4th of March, 1964.

The first public sitting was held in the Department of Labour's office at Montreal, on April 7, 1964, and, at the beginning, it appeared that the parties were at loggerheads; but they finally agreed that they would meet on Thursday and Friday, April 16 and 17, discuss their differences, and report to the Board on or before April 27, when the Board would hold another sitting.

They filed a joint statement agreeing to the above and to the extension of the Board's mandate to May 14, 1964, which extension was confirmed by the Minister on April 9.

At the second public sitting, held in Mr. Reuben Spector's office on April 27, the two (2) draft agreements submitted by the union were put before the Board, to-

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During June, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Asbestos-Eastern Transport Inc. and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of Hon. Mr. Justice Roger Ouimet of Montreal. He was appointed by the Minister on the joint recommendation of the other two members, Camille Archambault and Reuben Spector, both of Montreal, nominees of the company and union, respectively.

The report of the Chairman and Mr. Spector constitutes the report of the Board. The text of the majority report is reproduced here.



gether with a third proposition drafted by Me Jean Massicotte on behalf of the employer.

After much haggling, which nearly ended in a deadlock, it was finally agreed that the company would accept the union's security clause, with such amendments as the local situation might warrant.

The Chairman suggested to the parties that the three (3) proposals be set forth in a table of concordance, so that corresponding articles should be studied together, and that those most suitable to the parties, having been either amended or accepted *in toto*, form part of a final draft agreement to be submitted to the Board on May 7.

This was concurred in and the attorney for the union undertook the task of having the three (3) documents photographed side by side in a logical sequence, after which the parties would meet again and try to thresh out their differences.

At a sitting which lasted all day on May 7, Exhibit "D" was filed by the union and served as a working sheet.

It is to be noted that, by consent of the parties, after the unavoidable departure of the two (2) other members of the Board, who had appointments elsewhere, the Chairman presided over a further "unofficial" hour-long sitting of conciliation, which seemed to be promising.

This permitted the Chairman to report to the Director of Industrial Relations on May 8, 1964, that much progress seemed to have been accomplished "if one were to take the parties' conciliatory attitude at their face value."

A further extension to June 1 was then sought and obtained from the Minister.

The parties met again on the 19th and 20th of May, and reported to the Board on Friday afternoon, May 22.

The employer's appointee, Mr. Camille Archambault, having advised the Board that he could not sit on the 22nd, because of a pre-arranged trip to Europe, it was agreed that the union's appointee, Me Reuben Spector, Q.C., and the Chairman would sit together under the provisions of Section 32(4) of the Act.

At the sitting held on May 22, 1964, the union filed into the record Exhibit "E", which included thirteen (13) articles gleaned from the table of concordance above mentioned and apparently assented to.

However, it soon became obvious that the parties were not even in accord concerning all of said thirteen (13) articles. It appeared that what the employer had

"conceded" during prior meetings, it was not ready now to implement *in toto*. So that, after some two (2) hours of claims and counter-claims, the members of the Board felt that further sittings would prove to be useless for the following reasons:

*In the Chairman's opinion*, the attitudes of both parties are irreconcilable, at the present time anyway. Many factors contribute to this situation, namely:

1. Asbestos Transport is a family-owned concern, with a president who has built it from scratch. He is getting on in years and, after a bitter fight to try to prevent the union from being certified, there is every reason to believe that he still wants to play for time with a hope that he may break the back of the local union. He has been most vehement in affirming the so-called *rights of management*, and his attorney has expressed, as gospel truth, the principle that management has *inalienable rights* such as those of establishing new rates without prior consultation of the union and without negotiating the said rates. There was also a very enlightening discussion as to the *right of management to impose* a code of rules and regulations governing the actions of all employees without negotiating with the union, and certainly without making this "Code" a part and parcel of the proposed labour agreement. "Paternalism" still seems a by-word in this company.

2. Although the presidents of the locals at Asbestos are French-speaking, all other negotiating officers, who are from Ontario, do not understand or speak French. Indeed, for that reason, most of the negotiations and discussions before the Board had to be conducted in English. This might have been an added cause of friction.

Moreover, the evident wish of the union officials to obtain a contract along similar lines to those of Exhibit "A" with a company the great majority of whose employees reside and work in the Province of Quebec, proved to be a stumbling block at the beginning, although there was no doubt that the union relented and adopted a much more conciliatory attitude at the second sitting.

The Board expresses the wish that, in the very near future, international unions, such as the Teamsters, will see fit to train their members so that whenever necessary the negotiating of their contracts may be carried on in both languages and the wording of their clauses be more closely linked with local usage and phraseology.

For all these reasons, therefore, the Chairman and the union's appointee wish to report that, in their considered opinion, no progress may be accomplished by any further sittings of the Board.

The company's nominee could not be advised of the present report due to his absence in Europe, but he may want to make his own recommendations when he comes back, on or about June 4 next.

It is not felt necessary, however, to move for a further extension of time under Section 35 of the Act.

The whole respectfully submitted.

Montreal, this 28th day of May, 1964.

(Sgd.) ROGER OUIMET,  
*Chairman.*

(Sgd.) REUBEN SPECTOR,  
*Member.*

## Report of Board in Dispute between

*Central Truck Lines Limited*

*and*

*International Brotherhood of Teamsters*

The Board met at the Chateau Laurier Hotel, Ottawa, Ont., on Saturday, May 30, 1964, prepared to consider the matters reported by a conciliation officer of the Department of Labour of Canada to be still in dispute between the parties, namely:

1. Wages for hourly rated employees.
2. Overtime for the employees working in Northern Quebec and Northern Ontario.
3. Pension fund for the employees in Toronto.
4. Duration of the agreement.

It was, however, announced that the parties had amicably composed their differences and had entered into a Memorandum of Settlement, which is set forth hereunder:

In addition to the points agreed to in negotiations between the above-mentioned parties, the union agrees to recommend the following rates as a proposed contract between Local 938 and Central Truck Lines Ltd.

### *Toronto and Sudbury*

November 1, 1963—1.92  
November 1, 1964—1.97  
November 1, 1965—2.03

### *Val d'Or, Kirkland Lake, and Rouyn*

November 1, 1963—1.72  
November 1, 1964—1.82  
November 1, 1965—1.87  
June 1, 1966—1.94

### *North Bay*

November 1, 1963—1.77  
November 1, 1964—1.87  
November 1, 1965—1.94

### *Maintenance-Skilled*

November 1, 1963—2.04  
November 1, 1964—2.14  
November 1, 1965—2.22

Equal increases amounting to 30¢ for unskilled and semi-skilled groups.

### *Highway*

November 1, 1963—7.15 per mile  
November 1, 1964—7.25 per mile

### *Hourly Rates for Highway Drivers*

November 1, 1963—1.89  
November 1, 1964—1.95  
November 1, 1965—1.97

*Term of Agreement*—November 1, 1963 until October 31, 1966.

Applicable date of contract March 29, 1964.

Retroactive pay will be paid to all employees who were employed by the company between November 1, 1963 and March 29 1964.

The Board was advised that the trade union had ratified the actions of its officers in approving this settlement.

The Board wishes to congratulate Mr. Roger L. Fournier, Conciliation Officer of the Department of Labour of Canada, for his excellent work in bringing the parties together and narrowing the issues between them, and the parties for the conciliatory and co-operative attitude which they displayed in arriving at a sensible and far-sighted agreement.

All of which is respectfully submitted.

(Sgd.) R. W. REVILLE,  
*Chairman.*

(Sgd.) G. GUERIN,  
*Member.*

(Sgd.) PAUL SIREN,  
*Member.*

Dated at the City of Brantford, Ontario, this 25th day of June 1964.

During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Central Truck Lines Limited, Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of His Honour Judge R. W. Reville, Brantford, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Guy Guerin, Montreal, and Paul Siren, Toronto, nominees of the company and union, respectively.

The report is reproduced here.



# Legal Decisions Affecting Labour

*In British Columbia, Appeal Court upholds arbitration award, Supreme Court rules that picketing of "taxi zones" is legal*

In British Columbia, the Court of Appeal ruled that a decision of an arbitration board under collective agreement could not be set aside for an alleged error of law on the face of the award. The board had decided that a nurse was properly and lawfully discharged for reporting for duty under the influence of alcohol.

The Court held that some documents, which formed part of the evidence before the arbitration board and on the contents of which the alleged error of law was claimed, were not incorporated in the award. Consequently, the Court had no power to consider them, on the principle that it is not open to the Court to examine the evidence submitted to an arbitration board.

In another British Columbia decision, the Supreme Court refused an injunction to prevent picketing by employees of a taxi company who were on legal strike of taxi zones assigned by the City of Vancouver for the exclusive use of taxis, on the ground that such zones or stands where the company's taxis were usually stationed to pick up passengers were, in addition to the company's dispatch office, "places of operations" within the permissive terms of Section 3(1) of the British Columbia Trade-unions Act.

## **British Columbia Court of Appeal . . . ...finding no error on face of arbitration award, dismisses application to set aside**

On January 28, 1964, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Lord and upheld the decision of an arbitration board established under a collective agreement. The Court of Appeal ruled that there was no error of law on the face of the award to justify interference with it and, since there was evidence to support the award, it was not open to the Court to weigh such evidence.

The allegation of error of law was based on certain minutes of meetings of the Hospital Board, which, while referred to in the award as having been filed for reference, were not part of the award and therefore could not be considered by the Court.

The matter arose when a nurse was discharged for cause, allegedly for reporting for duty at the Fernie Memorial Hospital under the influence of alcohol.

A collective agreement between the Registered Nurses' Association of British Columbia and the Hospital provides in Clause 6(c) that a nurse may be discharged for cause without notice or pay in lieu thereof and any dispute between such nurse and the employer occasioned by such discharge shall first be considered as provided in Clause 15(a) and, if not resolved, the dispute may be referred to a board of arbitration. Clause 15(b) provides that the decision of the majority of the board of arbitration is final and binding on both parties.

In due course, the dispute was submitted to the arbitration board. The issue before the board was whether the nurse was properly and lawfully discharged under the terms of the collective agreement. The board, on the basis of evidence presented, ruled that the nurse in question, on the night of October 17, 1962 reported for duty under the influence of alcohol and therefore the hospital board did properly and lawfully discharge her according to Clause 6 of the collective agreement.

The ruling of the arbitration board had been challenged in court and, when Mr. Justice Lord dismissed the application to set aside the award, his ruling was appealed.

In the Court of Appeal, Mr. Justice Tysoe did not find any apparent error in law on the face of the award, or on some document which formed part of the award, that might have justified the setting aside of the award. He referred to *A.-G. Man. v. Kelly*, 62 D.L.R. 370 where, at page 384, the general rule regarding the revision of arbitration awards was stated as follows:

In a submission, in which the parties have agreed that the decision of the umpire, on the matters referred to him, shall be final, the Courts will not inquire whether the conclusion of the umpire on the matters referred to him is right or wrong unless an error appears on the face of the award, or on some document so closely connected with it that it must be regarded as part of his award, or unless the umpire himself states that he has made a mistake of law or fact, leaving it to the Court to review his decision.

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

In *Champsey Bhara & Co. v. Jivraj Balloo Spinning & Weaving Co.*, (1923) A.C. 480, Lord Dunedin described the meaning of an error in law on the face of the award in the following way:

An error in law on the face of the award means . . . that you can find in the award or a document actually incorporated thereto, as for instance a note appended by the arbitrator stating the reasons for his judgment, some legal proposition which is the basis of the award and which you can then say is erroneous . . .

Counsel for the nurse contended that the minutes of four meetings of the hospital board were incorporated by reference in the arbitration award and must be regarded as part of the award, and so may and should be looked at by the Court for the purpose of determining whether there is error in law made by the arbitrators.

The documents were listed in the following paragraph in the award:

Documents consisting of Terms of Reference; Working Agreements; Minutes of Meetings of October 24th, 30th and of November 5th and 19th; Letters of correspondence; copy of Petition, were received as exhibits and filed for reference.

In Mr. Justice Tysoe's opinion, none of the documents referred to were by this paragraph incorporated in and made part of the award so as to enable the Court to look at them to determine whether an error in law was made. The paragraph indicates no more than, as it says, that the particular documents "were received as exhibits and filed for reference."

Counsel for the nurse contended also that the minutes of the four meetings of the hospital board referred to above showed that the hospital board, upon being notified of certain alleged misconduct on the part of the nurse, first suspended her and later reinstated her in her employment, and it was submitted that the Hospital had thereby "condoned" the misconduct. Further, it was argued that the discharge was based on the same alleged misconduct that had been "condoned".

Consequently, the nurse was not "properly and lawfully discharged" and the arbitrators erred in law in finding that the hospital board did in fact properly and lawfully discharge the nurse pursuant to Clause 6 of the collective agreement.

Mr. Justice Tysoe ruled that he was unable to determine the validity of this argument without looking at the minutes of the four meetings of the hospital board and this the Court could not do because the minutes in question were not incorporated in the award. He added that it was

not within the power of the Court to consider and weigh the evidence that was before the arbitrators and to form the Court's own judgment as to whether it was sufficient evidence to establish condonation and waiver by the hospital board of the right to discharge the nurse. The arbitrators had before them other evidence besides that of the minutes of the four meetings of the hospital board and such other evidence was not contained in the material before the Court.

The Court dismissed the appeal on the ground that there was nothing on the face of the award showing error in law. *Duthie v. Fernie Memorial Hospital Society*, (1964) 43 D.L.R. (2d), Part 6, p. 477.

## **British Columbia Supreme Court...**

**... refuses injunction, rules taxi zones are "place of operation" subject to picketing**

On January 28, 1964, Mr. Justice Maclean of the British Columbia Supreme Court refused injunction that would prevent picketing at taxi zones by the employees of a taxi company who were on legal strike. He held that not only the company's dispatch office but also taxi zones where the employer's cars are habitually stationed to pick up passengers are "places of operations" within the permissive terms of S. 3(1) of the B.C. Trade-unions Act.

The employees of B.C. Radio Cabs Ltd. were engaged in a legal strike and resorted to picketing. The company sought to enjoin the union from picketing "at any place other than at 153 East Cordova Street, in the City of Vancouver," which is the dispatching office of the company. The union had since the start of the strike maintained picket lines at some taxi stands or zones in the city in which the company had parked its taxis and from which it picked up its customers.

The city had set aside a number of parking places for the exclusive use of taxis. By a "gentlemen's agreement" between the taxi operators, certain taxi companies had been given a preference of sorts in various of these taxi zones. The company in question had a preference in four of these taxi zones.

Since the strike began, this arrangement had been terminated, but it appeared from the evidence that the company continued to wait and pick up passengers at the four zones in question and possibly at other zones in the city. It was conceded that the company's business was for the most part concentrated in the district in which the four zones referred to above were situated.



Section 3(1) of the Trade-unions Act allows picketing in case of legal strike at "the employer's place of business, operations, or employment."

The company claimed that the taxi zones used by the company were not "place(s) of business, operations or employment" and consequently the picketing at these places should be prohibited.

It seemed to Mr. Justice Maclean that these four zones were places where the company conducted its operations or a substantial part of them, as it appeared that it was there that the company made its contracts of carriage with its customers.

Mr. Justice Maclean referred to English revenue cases where it has been held that when there is an inquiry as to where a person "exercises his trade" one of the principal *indicia* (indications) is the place where the trader makes his contracts for sales from which he derives his profits.

In the case at bar, the company's profits were not derived from contracts of sale, but from contracts of carriage. By an analogy Mr. Justice Maclean thought that it may be said that the company at bar exercises its trade or conducts its "operations" (partly at least) in the places marked out by these taxi zones, because it is there that the company meets its customers and makes its contracts to carry them for reward. Consequently, he held that

the union was entitled to picket at such places.

The company referred to *Williams et al. v. Amalgamated Meat Cutters & Butcher Workmen* (L.G., Feb., p. 136), a case also under the Trade-unions Act in which Mr. Justice Aikins held that a place where a deliveryman delivered goods to his customers was not a "place of operations" and consequently could not be picketed. Mr. Justice Maclean distinguished that case from the situation at bar because of different facts involved.

The reason for decision in the *Williams* case was clearly explained when the judge stated:

The words are: "The employer's place of... operations". The word "place" implies something rather less transitory and fortuitous than the place or street, lane or parking area selected by a driver to stop his vehicle and make a delivery. The word "operations" is in the plural and in my view implies more than a single delivery of goods.

In view of his finding that there are places aside from the dispatching office located at 153 East Cordova Street where the union is not prohibited from picketing, Mr. Justice Maclean refused the injunction. *B.C. Radio Cabs Ltd. v. Vancouver and District Taxi-Cab Drivers and Dispatchers' Union*, (1964) 43 D.L.R. (2d) Part 2, p. 191.

## Recent Regulations, Federal and Provincial

*British Columbia sets minimum wage for ambulance drivers, New Brunswick sets overtime rate for government construction work, and Ontario establishes Provincial Police Negotiating Committee*

A new order issued by the British Columbia Board of Industrial Relations set a minimum wage of \$1.50 an hour for ambulance drivers and ambulance attendants.

New regulations respecting minimum overtime rates for government construction contract work were issued under the New Brunswick Fair Wages and Hours of Labor Act.

A new Ontario regulation established a Provincial Police Negotiating Committee.

### **British Columbia Male Minimum Wage Act**

A new order of the British Columbia Board of Industrial Relations gazetted on May 28 as B.C. Reg. 91/64 established a minimum wage of \$1.50 an hour for ambulance drivers and ambulance attendants, effective June 29.

The new \$1.50-an-hour rate applies in Vancouver, New Westminster and Victoria and their environs.

In line with the usual practice, a premium rate is set for overtime work. If an ambulance driver or attendant works more than 8½ hours in a day, he must be paid time and one-half his regular rate for the first 2½ hours and double time for all hours worked in excess of 11 hours in any one day. The same premium rates are also payable where part of the period on duty extends past midnight. Time and one-half must be paid for all hours worked in excess of 47 in a week.

The daily guarantee provision is similar to that in other minimum wage orders.

(Continued on page 742)

# Monthly Report on Operation of the Unemployment Insurance Act

*Total of claimants for benefit on May 29 down almost 21,000 from year-earlier total and down by 227,000 in month owing to termination of payment of seasonal benefit after May 16*

Claimants for unemployment insurance numbered 250,054 on May 29, compared with 270,892 a year earlier.

On April 30, the total was 497,745, comprising 338,779 regular and 158,966 seasonal benefit claimants. The seasonal benefit, however, was not payable for unemployment occurring after May 16, and the May 29 total represents claimants for regular benefit only.

About one third of the claimants on May 29 were women. This was in contrast with the end of April, when women made up less than one quarter of the total. The sharp decline in the proportion of male claimants in May is associated with the seasonal pick-up in industries, such as construction, that employ mainly men.

## Initial and Renewal Claims

A total of 105,182 initial and renewal claims were filed during May in contrast to 175,430 in April and 122,911 during May 1963.

More than one third of the initial claims were on behalf of persons exhausting regular benefit and requesting additional credits under the seasonal benefit provisions. Persons failing to qualify for regular benefit would not have their claim considered for seasonal benefit if the claim were filed after May 16.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in May was estimated to be 340,300, compared with 484,600 in April and 387,600 in May 1963.

Payments during the month amounted to \$33,100,000, down \$20,000,000 from April and \$8,000,000 lower than May 1963. Part of the April-to-May decline is associated with the end of seasonal benefit on May 16.\*

\* In order to compensate for unemployment occurring prior to and including the week of May 10-16, seasonal benefit payments were made as usual during the week of May 17-23, and residual payments will continue to be made until all cases are cleared.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

## Insurance Registrations

On May 31, insurance books or contribution cards had been issued to 3,603,211 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 337,382, a decrease of 820 since April 30.

## Enforcement Statistics

During May, 16,074 investigations were conducted by enforcement officers across Canada. Of these, 3,239 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 10,260 were miscellaneous investigations. The remaining 2,575 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 206 cases, 68 against employers and 138 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,600.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in May totalled \$28,647,547.72, compared with \$25,528,830.77 in April and \$27,340,190.23 in May 1963.

Benefits paid in May totalled \$33,117,216.60 compared with \$52,592,485.93 in April and \$41,146,623.27 in May 1963.

The *debit* balance of the Fund on May 31 was \$30,658,443.93. On April 30 there was a *debit* balance of \$25,863,147.97; on May 31, 1963, a *debit* balance of \$37,181,721.58. The deficit in May was covered by loans from the Minister of Finance.

## Seasonal Benefit

Claims considered under the seasonal benefit provisions accounted for more than 40 per cent of the initial claims processed

\* These do not necessarily relate to the investigations conducted during this period.



between December 1, 1963 and May 16, 1964, almost exactly the same percentage as during the 1962-63 benefit period. This proportion ranged from a high of 65 per cent in Newfoundland to about 37 per cent in Ontario and Alberta.

Initial claims identified as seasonal benefit totalled 318,200 this year, approximately 45,000 fewer than for one year ago. Persons qualifying for fishing benefits accounted for about 10 per cent of the cases, unchanged from one year ago. The 45,000 decline from last year occurred among persons eligible for non-fishing benefit.

The number of claimants reporting for seasonal benefit at the end of each month

reached a peak of 176,800 at the end of March. On April 30, however, close to one third of claimants reporting on that date were classified as seasonal benefit. This proportion was somewhat greater than in March and reflects a relatively larger decline in regular claimants as they either exhausted their benefit and transferred to seasonal or withdrew from claimant status and returned to work.

According to a preliminary estimate, during the season just ended approximately \$72,500,000 was paid under the seasonal benefit provisions, compared with \$86,900,000 during the 1962-63 period.

## Monthly Report on Placement Operations of the NES

More than 109,100 placements in June were reported by local offices of the National Employment Service. This was a rise of 7.5 per cent from the figure of June last year and a return to the year-to-year increase that has marked four of the six months in 1964.

Male placements during the month numbered 74,500, or 10.4 per cent more than in June a year ago. Female placements increased by 1.8 per cent to a total of 34,600. The growth was a reflection of the increase in regular placements that took place in every region in both the male and female sectors.

All regions except the Pacific recorded increased placements compared with June 1963, reflecting to some extent the two additional working days in June this year.

A decrease of some 5,000 casual placements accounted for the decrease in the monthly total of the Pacific Region. This drop in casual placements appears to have been the result of delayed agricultural operations because of unfavourable weather.

During June, placements involving the movement of workers from one local office to another amounted to 5,100, compared with 5,400 in June last year. Their proportions of total placements were also little changed—4.7 per cent and 5.3 per cent respectively.

At the mid-point of 1964, placements amounted to 538,000. This was 4.7 per cent and 5.3 per cent respectively.

At the mid-point of 1964, placements amounted to 538,000. This was 4.7 per cent above the total for the first six months in 1963 and, with the exception of 1962, the highest for the period since 1945.

Regional distribution of placements for June and for the first six months of 1964 and percentage change from the previous year were:

	<i>June 1964</i>		<i>First Six Months</i>	
Atlantic ....	8,000	+22.2....	40,400	+12.2
Quebec ....	27,700	+ 5.3....	162,200	+ 6.5
Ontario ....	36,400	+ 9.1....	181,900	+ 0.4
Prairie ....	22,600	+26.0....	100,000	+ 9.6
Pacific ....	14,400	-16.8....	53,500	+ 1.0
Canada ....	109,100	+ 7.5....	538,000	+ 4.7

Vacancies notified by employers to NES local offices during the month, 134,800 in all, were 10.9 per cent above the figure for June 1963. In the six months ended June 1964, vacancies notified reached a total of 698,700, which was 8.3 per cent more than in the same period the year before.

So far in 1964, the increase in labour demand has been concentrated in the area of male employment. Vacancies for men numbered 461,400, or 11.4 per cent above the same period last year, while vacancies for women rose 2.8 per cent to a total of 237,300.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2333, April 9, 1964

**Summary of the Main Facts:** The claimant filed an initial application for benefit on November 18, 1963, and was registered for employment as a ground loader. He said that he had worked as an assistant surveyor from January 14, 1963 to August 16, 1963, when he left to take a vocational course.

"I am still taking this course, which runs Monday to Friday each week, 8:30 a.m. to 4 p.m. I am capable and available for work from 4:30 p.m. to 12 p.m. or 12 to 8 a.m.," he declared.

On November 20, a special placement officer of the local office reported that the applicant had begun an aeronautics course on September 4. "The length of this course is 2 years. The hours are from 8:30 a.m. to 4 p.m. daily, Monday to Friday."

The officer stated that the applicant could not be directed to training because this particular course is not approved by the Commission owing to the length.

On November 21, the insurance officer disqualified the claimant from receiving benefit from November 17, 1963, because, in his opinion, he had failed to prove that he was available for work as required by section 54(2)(a) of the Act, while attending a course of instruction to which he had not been directed by the Commission.

On December 8, the claimant appealed to a board of referees and said:

Although the students attending Welding, Carpenter, Electronics, Heavy Duty Mechanics, etc. courses . . . are neither available for work as required by section 54(2)(a) of the Unemployment Insurance Act nor have they been directed to these courses by the Commission, they are qualified for benefits solely because the duration of these courses happened to be shorter than twelve months.

This fact appears to be injustice toward those who attend courses longer than twelve months.

I have stated in my claim for benefit that I am available for work from 4:30 p.m. to 8.00 a.m. In modern industry it is rather natural to work on three shifts and I am ready and willing to work between the hours mentioned above . . .

As the matter of fact, Mr. T—, who is attending the same course as I am, . . . is also working from 12 midnight to 8.00 a.m. Before Mr. T— started to work, he has been qualified for benefits by the Unemployment Insurance Commission . . . while attending the course of Aeronautics to which he has not been directed by the Commission. He has been receiving benefits for a number of weeks . . .

The board of referees heard the claimant's case on December 30, 1963. Its unanimous decision reads:

The claimant stated that he had nothing to add to the statements already made by him in his letter of appeal. The board questioned him concerning these statements, with particular reference to paragraph 4 of exhibit 4, which we quote hereunder:

"As a matter of fact, Mr. T—, who is attending the same course as I am, . . . is also working from 12 midnight to 8.00 a.m. Before Mr. T— started to work, he has been qualified for benefits by the Unemployment Insurance Commission . . . while attending the course of Aeronautics to which he has not been directed by the Commission. He has been receiving benefits for a number of weeks—"

It would be a natural reaction on the part of the claimant, on the basis of the information which is outlined in the foregoing paragraph, that there is a discrimination as between one claimant and another. The board does not accept this statement, though we believe it to be made in good faith, and we respectfully suggest that the case to which the claimant has referred be thoroughly investigated.

Meanwhile, the board explained to the claimant that eligibility for benefit rests upon complete availability for employment without restriction, direct or implied. In this case, the claimant, for obvious reasons, is only able to accept employment at night and is apparently quite willing to take such employment, an attitude which the board commends without reservations. However, the restriction is nevertheless present and just so long as it exists the claimant cannot be considered to be available for employment within the meaning of the Act.

The insurance officer was, therefore, entirely correct in applying the provisions of section 54(2)(a), under which he imposed an indefinite disqualification, effective 17 November 1963. We therefore sustain that ruling and are unable to allow the appeal.

On January 26, the claimant applied for leave to appeal to the Umpire on the following grounds:

The board has stated that eligibility for benefit rests upon complete availability for employment without restriction, direct or implied, and therefore "the insurance officer was entirely correct in applying the provisions of section 54(2) (a), under which he is imposed an indefinite disqualification." However section 54(2)(a) states:

"An insured person is disqualified from receiving benefit in respect of every day for which he fails to prove that he was (a) capable of and available for work."

Obviously the statement by the board ("eligibility for benefit rests upon complete availability for employment without restriction, direct or implied") is not included in section 54(2)(a).



The insurance officer also failed to consider the provisions of section 54(2)(b), which states:

(b) unable to obtain suitable employment. It evidently means suitable employment to me, the claimant, not to the Unemployment Insurance Commission.

In my claim for benefit of November 17, 1963, I have stated that I am willing, capable and available for full-time or part-time employment of any nature between 4.30 p.m. and 8.00 a.m. which "suitable employment" I am constantly seeking and will accept without hesitation, but was unable to obtain as yet, which complies with the requirement of section 54(2)(b) and makes me eligible for benefit.

As a further matter of interest let us suppose I acquire full-time employment from 4.30 p.m. to 12.00 midnight or from 12.00 midnight to 8.00 a.m. (which I will at first opportunity without hesitation to support my family; while attending the course of Aeronautics from 8.30 a.m. to 4.00 p.m., there would be no legal ways and means whatsoever by which I could deny to pay my weekly contributions to the Unemployment Insurance Fund as it is compulsory.

However, should I be laid off after several months of employment, according to the ruling of the insurance officer and the board of referees I still would not be available for benefit, although the amount of my weekly contributions would make me legally eligible for it, solely because I am attending a course of instruction.

This would appear to be great injustice beyond controversy. Finally I wish to repeat the fact that Mr. T—, who is also attending the course of Aeronautics, has been qualified for benefits by the Unemployment Insurance Commission while attending the course to which he has not been directed by the Commission. He has been receiving benefits for a number of weeks.

The chairman of the board of referees gave the claimant leave to appeal and stated:

... While I am unable to discover any new principle present in this claimant's case, I am keenly aware of a sense of discrimination from which this claimant suffers, and in order to avoid the appearance of injustice, it seems to me to be desirable in the interest of all parties that this claimant should have access to the final authority in the interpretation of the Act. For this reason I am giving my consent to his request for leave to appeal to the Umpire.

**Considerations and Conclusions:** The Umpire said in decision CUB 1749, and it applies in the instant case:

... The present claimant's entitlement to benefit is a question which the Umpire, like the insurance officer and the board of referees, must decide without any reference to or consideration of the consistency of the policies adopted or followed by those officials of the Commission whose function it is to approve schools and courses of instruction or training and to direct people to such schools and courses. There is nothing in the Act or the Regulations which empowers the adjudicating authorities to do otherwise.

Furthermore, the fact that another person attending the same course "has been receiving benefit for a number of weeks" is

totally irrelevant in deciding the instant claimant's entitlement to benefit in his particular circumstances.

As the record shows that the claimant was not directed to the course he is taking, the question of his entitlement to benefit must be decided in accordance with the law and principles applying to claimants generally.

Section 54(2)(a) of the Act places on a claimant the onus of proving that he is available for work "in respect of every day" for which he is claiming benefit and, according to the jurisprudence established by the Umpire in decision CUB 1747, availability for work implies, among other things, that "the kind of employment a person is willing, able and ready to accept can reasonably be expected to be obtained where and when he desires such employment".

Or, as the Umpire said in decision CUB 1138, the question of a claimant's availability for work must be determined in the light of his prospects of employment in respect of the particular circumstances which he has deliberately created.

After taking into account that the instant claimant (a) voluntarily left employment to attend the course, (b) has no previous record of evening or night work, (c) was required to attend courses "from 8.30 a.m. to 4 p.m. daily, Monday to Friday", (d) was only willing to accept evening or night work and (e) had had reasonable time, in the three months he had been unemployed when he was disqualified from receiving benefit, in which to find work at the particular hours he desired, I consider that there were justifiable grounds for the unanimous decision of the board of referees to maintain the disqualification which was imposed on the claimant by the insurance officer.

I consequently decide to dismiss the claimant's appeal.

## **Decision CUB 2362, May 22, 1964**

*(Translation)*

**Summary of the Main Facts:** The insurance officer who had appealed to the Umpire submitted, along with his reasons for the appeal, the following summary of the main facts of the case:

The claimant filed his claim for benefit on December 16, 1963. He had worked last as a labourer from October 14 to December 4, 1963, for a firm engaged in the construction of the Institute of Agricultural Technology at St. Hyacinthe. The company was one of the subcontractors under the general contractors.

The claimant first stated that he had been laid off because of a lack of work but, afterwards, he confirmed the declaration of his employer who had said the layoff was due to a strike.

The union involved is the National Union of Building Trades of St. Hyacinthe, Que. In a vote taken on December 3, 1963, the union was authorized to call a strike whenever it was deemed necessary. The following day, the employees went on strike at 3.45 p.m. At that time, there were 158 men working on the construction site in the following trades: carpenters, labourers, plumbers, sheet metal workers, electricians, brick layers, steel riggers and workers specialized in the installation of aluminum windows. All those employees stopped working and a picket line was formed.

The insurance officer disqualified the claimant, pursuant to section 63 of the Act, from receiving benefit as of December 15, 1963, because he had lost his employment by reason of a stoppage of work attributable to a labour dispute at the place where he was working, and because he had failed to prove that he, or the members of his grade or class of workers who were employed at the premises immediately before the commencement of the stoppage, had not participated in, or financed or been directly interested in the labor dispute.

In his appeal to the board of referees, the claimant alleged that he did not consider himself as having taken part in the dispute, because he was employed by the company on a temporary basis only and that he usually worked as a truck driver for another employer, a job he had been doing during the eight previous years. He added that he did not go on the picket line, that he would not gain anything from the strike, because he was not one of the regular employees, and that he expected to be recalled by his previous employer as soon as work was available.

The board of referees pointed out that the claimant had been laid off as a result of a work stoppage attributable to a labour dispute on the premises where he was employed, but estimated that he apparently fulfilled the requirements of section 63 (2) (b) of the Act and that, consequently, he was not subject to disqualification. The board took into account the statements of the claimant to the effect that his employment was temporary, that he probably would have stopped working around Christmas, that he usually worked as a truck driver for another employer and that he was not a member of the union involved in the strike. The board of referees, however, did not

specifically indicate how the claimant apparently met all the requirements of Section 63 (2) of the Act.

The reasons for the insurance officer's appeal are as follows:

We submit that the decision of the board of referees is erroneous.

A work stoppage occurred at 3.45 p.m. on December 4, 1963, when the employees on the construction site of the Institute of Agricultural Technology of St. Hyacinthe went on strike to support their demands concerning working conditions. The claimant lost his job because of the strike. Thus, it is obvious that the claimant was dismissed by reason of a work stoppage attributable to a labour dispute at the place where he was working.

The contention of the claimant that he probably would have been laid off due to a lack of work at some future date is irrelevant in determining whether or not the claimant lost his employment by reason of a work stoppage attributable to a labour dispute, the more so as the evidence does not show that he had been hired for a particular type of work and for a definite period of time (CUBs 1149, 1267) and that he had been told his employment would terminate on a set date (CUB 1131).

The fact that the claimant expects to return to his seasonal occupation later on "as soon as work is available" is also an irrelevant factor in deciding whether or not he lost his employment by reason of a work stoppage attributable to a labour dispute (CUB 1911).

The board of referees rightly pointed out that the claimant was laid off by reason of a work stoppage which occurred on the construction site where he was employed; thus, it is obvious that the claimant lost his employment because of a stoppage where he was working.

Under these circumstances, the claimant is subject to disqualification unless he completely fulfills the requirements of section 63(2) of the Act (CUB 2032). Such was not the case, since the claimant expected to go back to work for another employer at some future date. In fact, according to section 63(1) (b) or 63(1) (c) of the Act, such future employment is one factor likely to end the disqualification period as of the date when the claimant starts working at this job; however, according to section 63(2) of the Act, such future employment cannot justify relieving the claimant from being disqualified as from an earlier date.

In addition, the mere fact that a claimant does not belong to a union and does not pay any dues is not enough to meet all the requirements of section 63(2) of the Act. In this case, the fact that the claimant is not a member of the union is quite irrelevant (CUB 2032, CUB 2312).

There are two determining factors in this case. First, the working conditions of the labourers employed at this construction site must be taken into account since the dispute has to do with the working conditions of all the employees of both the general contractor and the subcontractors working on the site, including the labourers; secondly, the claimant was employed on the site as a labourer. It is thus quite obvious that the requirements of section 63(2) of the Act are not all fulfilled, because the evidence indicates that the claimant as well as the members of his class or grade who were employed at the premises immediately before the commencement of the stoppage had a direct interest in the labour dispute.

*(Continued on page 742)*



## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in June

#### Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 320 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 190 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 283 contracts (not listed in this report) that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St Lawrence Seaway Authority and the Departments of Defence Production, Post Office and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Defence Production .....	130	\$488,973.00
Post Office .....	6	121,482.80
Royal Canadian Mounted Police .....	4	53,678.34
Transport .....	1	2,804.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in June

During June the sum of \$4,628.34 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 112 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in June

### ATOMIC ENERGY OF CANADA LIMITED

*Deep River Ont:* John Kovacs, interior painting of houses, heating plant & hospital; Rene Robitaille, exterior painting of various bldgs.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Montreal Que:* Duke Industries Inc, interior painting of suites, Jacques Cartier Holdings; Vallieres & Cusson Enrg, exterior painting, Jacques Cartier Holdings. *St Vincent de Paul Que:* R Wiedman & Son, site renovation & planting, Terrace Belleville Housing Project. *Ville St Michel Que:* Citadel Plumbing & Heating Corporation, replacement of boiler, Boulevard Pie IX Apartment Project.

In addition, this Corporation awarded 33 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Sioux Lookout Indian Agency Ont:* Clow Darling Plumbing & Heating Co Ltd, alterations to school, Sioux Lookout IRS. *Walpole Island Indian Agency Ont:* A Cope & Sons Ltd, paving of road, Walpole Island IR No 1. *The Pas Indian Agency Man:* F W Sawatsky Ltd, insulation of doors & windows, Guy IRS. *Carlton Indian Agency Sask:* Piggott Construction Ltd, construction of dormitories & site work, Prince Albert IRS. *Crooked Lake Indian Agency Sask:* Pat-Mor Construction, reconstruction of road, Ochapowace IR; Chris Yanke, construction of residence, Cowessess IRS. *File Hills Qu'Appelle Indian Agency Sask:* Braun Construction, construction of road, Muscowpetung IR. *Touchwood Indian Agency Sask:* Comfort Plumbing & Heating Ltd, renovations to mechanical services, Gordon's IRS. *Blackfoot Indian Agency Alta:* Fred Deeves & Sons Ltd, installation hot water heating system, Crowfoot IRS. *Stony-Sarcee Indian Agency Alta:* Reimer & Brunner Builders Ltd, construction of Indian houses, Sarcee IR; Shaw Construction Co Ltd, reconstruction of road, Eden Valley IR. *Babine Indian Agency B C:* K More & Co Ltd, construction of classroom addition & teacherage, Kitsegukla IR. *Williams Lake Indian Agency B C:* Basarab Construction Co Ltd, construction of IDS, Anahim Lake IR.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Goose Bay (Labr) Nfld:* H & S Construction Ltd, painting various bldgs, RCAF Station. *Summerside P E I:* Oliver Bernard, exterior painting of married quarters & garages, RCAF Station. *Greenwood N S:* Rodney Contractors Ltd, construction of POL storage, RCAF Station; Johnson & Hogan Construction Ltd, heater planing, runway 13-31, RCAF Station. *Camp Gagetown N B:* F W Jackson & Sons Ltd, exterior painting of campsite bldgs. *Chatham N B:* Byron MacDonald, exterior painting of PMQs, RCAF Station; Cardinal Construction Ltd, construction of sand storage bldg, RCAF Station. *Moncton N B:* W S McKnight Ltd, replacement of underground steam & return lines, No 5 Supply Depot. *St Margarets (Chatham) N B:* Boudreau Sheet Metal Works Ltd, reroofing bldgs, RCAF Station. *Bagotville Que:* Morin & Plante Co Ltd, reroofing hangar No 2 & lean-tos, RCAF Station. *Moisie Que:* Paul Bouchard, painting various steelox bldgs, RCAF Station. *Val d'Or Que:* Valbec Construction Inc, construction of sand storage bldg, RCAF Station. *Ville la Salle Que:* Efficiency Maintenance & Construction Ltd, reroofing bldgs, Naval



Supply Depot. *Barriefield Ont*: Joseph Downey & Son Painting Ltd, exterior painting of MDPAs, Fort Henry Heights. *Camp Borden Ont*: James Kemp Construction Ltd, rebuilding shower rooms; Walker Painting & Decorating Ltd, exterior painting of PMQs; Semple-Gooder & Co Ltd, reroofing quonset huts, RCAF Station. *Clinton Ont*: Malach Roofing & Flooring Ltd, reroofing Bldg No 84, RCAF Station. *Kingston Ont*: Ottawa Painting & Decorating Reg'd, exterior painting of PMQs, Fort Henry Heights; Foley Construction Ltd, supply & installation of automatic sprinkler system R,MC. *Petawawa Ont*: Carl J Lehman & Sons Ltd, replacing concrete curbs, Camp. *Rockcliffe Ont*: Planned Renovators Ltd, painting of various bldgs, RCAF Station. *Trenton Ont*: F W Jackson & Sons Ltd, exterior painting of hangars, RCAF Station; Quinte Roofing Ltd, reroofing hangar No 5, RCAF Station; H J McFarland Construction Co Ltd, runway repairs, RCAF Station. *Uplands Ont*: Donn Smith Ltd, reroofing bldgs, RCAF Station. *Portage la Prairie Man*: Canadian Rogers Western Ltd, reroofing Bldg No 66, RCAF Station; Economy Roofing Co Ltd, reshingling hangars Nos 4 & 5. *Rivers Man*: Hay Decorating Ltd, exterior painting of various bldgs, RCAF Station; Hay Decorating Ltd, exterior painting of PMQs. *Calgary Alta*: Automatic Sprinkler Co of Canada Ltd, supply & installation of sprinkler system, Sarcee Barracks. *Cold Lake Alta*: Evans Contracting Co Ltd, landscaping, RCAF Station; Taylor Decorating Ltd, exterior painting of PMQs, RCAF Station; S A Sutherland Roofing Ltd, reroofing Bldg No 66, RCAF Station. *Comox B C*: Tommy's Painting & Decorating, exterior painting of PMQs, RCAF Station; Burns & Dutton Construction (1962) Ltd, reroofing hangar No 7, RCAF Station. *Whitehorse Y T*: General Painting & Decorating, exterior painting of PMQs, RCAF Station.

## DEPARTMENT OF DEFENCE PRODUCTION

### (Construction)

*Aldershot N S*: D J Lowe Ltd, exterior painting of bldgs, Camp. *Greenwood N S*: H A Cavanagh & Sons Ltd, replacement of eavestroughs, RCAF Station; D J Lowe Ltd, reshingling roofs of PMQs, RCAF Station; G W Sampson Construction Co Ltd, interior painting of PMQs, RCAF Station. *Halifax N S*: Miller Electric Sales & Service, rewiring 2nd floor, MACHQs, 5217 South St. *Mount Uniacke N S*: Hennessy & Spicer Ltd, clearing, grubbing, etc, RX & TX sites. *Campagetown N B*: PCO Services (Quebec) Ltd, ground spraying in training area, No 7 Works Coy, RCE; PCO Services (Quebec) Ltd, roadside spraying in training area, No 7 Works Coy, RCE. *Farnham Que*: Frost Steel & Wire Co (Quebec) Ltd, supply & installation of fence, Farnham Summer Camp. *Quebec Que*: Construction Orleans Inc, paving at La Citadel. *St Hubert Que*: Daniels & Mannard Ltd, interior painting of Bldg No 51, RCAF Station. *Valcartier Que*: Beaver Asphalt Paving Co Ltd, seal coating of roads, Camp; Rosaire Fortin, exterior painting of temporary bldgs, Camp. *Camp Borden Ont*: Walker Painting & Decorating Co Ltd, exterior painting of bldgs. *Centralia Ont*: Ontario Painting & Decorating, exterior painting, RCAF Station; Riverside Construction Co Ltd, repairing & resurfacing driveways, RCAF Station. *Ipperwash Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of various bldgs, Military Camp; Cardinal Painting & Decorating Co Ltd, interior painting & carpentry, Military Camp. *Kingston Ont*: Joseph Downey & Sons Ltd, painting of bldgs, Fort Henry Heights; Kingston Roofing & Flooring Co Ltd, replacement of resilient flooring in PMQs; Sunnyday Contractors Ltd, recaulking of various bldgs; L M Welter Ltd, installation of storm sewers, Barriefield Camp. *London Ont*: Len J McCarthy, exterior painting of various bldgs, Wolseley Barracks. *Petawawa Ont*: Markus & Son Ltd, concrete paving, Camp. *Picton Ont*: Moxon Contracting Ltd, repairs to steam distribution system. *Rockcliffe Ont*: H J McFarland Construction Co Ltd, widening of roads, RCAF Station. *Winnipeg Man* Fort Garry Painting & Decorating, interior painting of PMQs, RCAF Station; Fort Garry Painting & Decorating, interior painting of Bldgs Nos 72 & 74 (Officers' quarters), RCAF Station; Western Asbestos (1963) Ltd, reshingling bldgs, RCAF Station. *Dundurn Sask*: Dominion Gunite Ltd, application of gunite to swimming pool walls, Military Camp. *Edmonton Alta*: H Deib Painter & Decorator, exterior repainting of bldgs, Griesbach Barracks; Dominion Gunite Ltd, mudjacking sidewalks & steps in PMQ area, Griesbach Barracks; Dominion Gunite Ltd, raising of concrete curbs & storm catch basins, Griesbach Barracks; Everall Construction (Edmonton) Ltd, repairs to PMQ driveways, etc, Griesbach Barracks. *Penhold Alta*: Thorne Bros, repainting exterior of PMQs, RCAF Station. *Riverbend & Cardiff Alta*: J Mason & Sons Ltd, repainting antenna poles. *Ladner B C*: Capitol Roofing Co, reroofing PMQs, Vancouver Wireless Station. *Vernon B C*: Le Duc Paving Ltd, road repairs, Camp.

#### (Catering)

*Connaught Ranges Ont:* Morrison-Lamothe Bakery Ltd, catering. *Camp Shilo Man:* Dominion Catering Co Ltd, catering. *Camp Dundurn Sask:* Canada Catering Co Ltd, catering. *Camp Wainwright Alta:* Canada Catering Co Ltd, catering.

In addition, this Department awarded 98 contracts containing the General Fair Wages Clause.

#### NATIONAL CAPITAL COMMISSION

*Ottawa Ont:* L J Corkery Ltd, supply & placement of gravel, Ottawa River Parkway.

#### NATIONAL HARBOURS BOARD

*Montreal Que:* The Highway Paving Co Ltd, paving of wharves, Sections 63-65. *Quebec Que:* J O Lambert Inc, construction of cross wall office bldg. *Trois Rivieres Que:* Rosaire Dufresne Inc, construction of office bldg; Beaver Demolition Co, demolition & removal of shed 13.

#### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Nahanni Butte N W T:* Black, Sivalls & Bryson Ltd, supply & erection of oil storage tank.

#### POST OFFICE DEPARTMENT

This Department awarded 79 contracts containing the General Fair Wages Clause.

#### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Leamington Ont:* Keystone Contractors Ltd, construction of trunk sewers; Canadian Dredge & Dock Co Ltd, construction of Lake Erie outfall. *Edmonton Alta:* Alta West Construction Ltd, construction of steel trestles, southwest interceptor sewer (Contract No. 279).

#### DEPARTMENT OF PUBLIC WORKS

*Crow Head Nfld:* Twillingate Eng's & Construction Co Ltd, community stage wharf extension. *Greenspond Nfld:* Pelley Enterprises Ltd, wharf reconstruction. *Hant's Harbour Nfld:* Glen Construction Co Ltd, wharf extension. *Point Lance Nfld:* H Drover & Co Ltd, community stage improvements. *Miminegash P E I:* Morrison & McRae Ltd, harbour improvements. *Canso (Burying Island) N S:* Kenney Construction Co Ltd, breakwater repairs. *Dingwall N S:* Kenney Construction Co Ltd, construction of rubble mound groynes. *Halifax N S:* Standard Construction Co Ltd, alterations & additions to seventh floor, post office. *Margaree Harbour East N S:* Arthur A Cormier, beach protection repairs. *Grand Anse N S:* Comeau & Savoie Construction Ltd, breakwater repairs. *Miscou N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Aylmer Que:* Modern Building Cleaning Service of Canada, interior cleaning of Post Office Bldg. *Blanc Sablon Que:* Gustave Dufour, shed construction & repairs. *Les Eboulements (St Joseph de la Rive) Que:* Gerard Mailloux, construction of protection works. *Les Mechins Que:* McMullen & Gagnon Inc, harbour improvements (wharf repairs). *Miguasha Que:* Eugene Beaulieu, wharf improvements (repairs to flooring). *Montreal Que:* Arthur Murphy Contracting Ltd, alterations to cafeteria, Postal Terminal, 715 Windsor St. *Mutton Bay Que:* Charles Verreault, wharf repairs. *Salmon Bay Que:* Landry Construction Inc, construction of landing pier. *Cobourg Ont:* Keene Construction Co Ltd, harbour improvements (reconstruction of east breakwater). *Espanola Ont:* Gerard Builders of North Bay Ltd, construction of post office bldg. *Grassy Narrows Ont:* A K Penner & Sons Ltd, construction of school, staff units & powerhouse, Kenora Agency. *Hamilton Ont:* McNamara Marine Ltd, harbour repairs & improvements (Catharine St wharf extension, Stage 3). *Kingsville Ont:* Dean Construction Co Ltd, wharf reconstruction. *Ottawa Ont:* Perini (Western) Ltd, repairs & renovations to Mackenzie Tower, West Block; Hallmark Building Cleaning Ltd, interior cleaning, National Health & Welfare Administration Bldg, Tunney's Pasture; Mercury Maintenance Service Ltd, interior cleaning of Public Archives Storage Bldg, Tunney's Pasture; W J Hamelin Painting & Decorators, exterior painting, Sir Charles Tupper Bldg, Confederation Heights; Roger Boivin Painters Ltd, interior painting & finishing, Supreme Court; Sanco Ltd, interior cleaning, Taxation Data Centre, Tunney's Pasture; Allied Building Services (1962) Ltd, interior cleaning, Finance Bldg (Superannuation Branch & Central Pay Office), Tunney's Pasture; Canadian Ice Machine Co Ltd, installation of air conditioning, 2nd floor, Taxation Data Centre; Oakes Mechanical Contracting Ltd, installation of air conditioning equipment, East Block. *Port Arthur Ont:* The J P Porter



Co Ltd, repairs to rubble mound & concrete breakwaters. *Port Colborne Ont*: Bar-Way Marine Ltd, construction of water level gauge station. *Port Dover Ont*: D H & B Cleaners, interior cleaning, federal bldg. *Toronto Ont*: A B M Construction Ltd, alterations, 225 Jarvis St; Dew Moving & Warehousing Ltd, moving furniture, 118 Richmond & Dominion Public Bldg; Price Air Conditioning Co Ltd, erection of metal partitions, mechanical & electrical work for food & drug accommodation, Arthur Meighen Bldg; Mueller Salvage Co, collection of garbage & waste from federal bldgs. *Trenton Ont*: T A Andre & Sons Ltd, construction of federal bldg. *Uplands Ont*: Conniston Construction Co Ltd, landscaping for Dept of Transport, Radio Test Laboratory, Ottawa Airport. *Weston Ont*: Woodings Cleaning Services, interior cleaning, old federal bldg. *Wheatley Ont*: George L Dillon Construction Ltd, harbour improvements (timber wall & dredging). *Windsor Ont*: Modern Building Cleaning Service of Canada Ltd, cleaning, National Revenue Bldg, 1100 University Ave; Nu-Stone Co Ltd, cleaning exterior, Dominion Public Bldg. *Norway House Man*: F W Sawatzky Ltd, boiler conversion & fire pump, National Health & Welfare Hospital. *Rossville Man*: MacCaw & MacDonald Ltd, construction of wharf. *Teulon Man*: E Schuster Co Ltd, construction of RCMP detachment quarters. *Thompson Man*: Malcom Construction Co Ltd, construction of federal bldg. *Humboldt Sask*: W C Wells Construction Co Ltd, construction of RCMP detachment quarters. *Jasper National Park Alta*: New West Construction Co Ltd, grading, culverts & base course, mile 11.1 to 19.9 & asphalt concrete pavement, mile 0 to 19.9, Jasper-Edmonton Highway. *Kamloops B C*: Smith Bros & Wilson Ltd, construction of parking site, 359 St Paul St. *Port Graves B C*: Vancouver Pile Driving & Contracting Co Ltd, wharf repairs. *Squirrel Cove B C*: Greenlees Piledriving Co Ltd, float renewal. *Trail B C*: Fame Brick Construction Ltd, alterations to basement for UIC. *Vancouver B C*: Banner Building Maintenance, interior cleaning, etc, Begg Bldg, 1110 West Georgia St. *Westview B C*: Greenlees Piledriving Co Ltd, wharf repairs. *Hay River N W T*: Square M Construction Ltd & Coleman Collieries Ltd, wharf extension. *Alaska Highway Y T*: J Boshard & Son Ltd, cleaning & painting of Donjee Bridge, Mile 1133. *Old Crow Y T*: Crosstown Heating & Ventilating, installation of plumbing & heating systems in RCMP detachment quarters.

In addition, this Department awarded 48 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*St Catharines Ont*: Bridge & Tank Co of Canada Ltd, supply & installation of operating machines for lock gates, lower end of Lock 2, Welland Canal Twinning Project; The Canada Gunit Co Ltd, restoration of counterweights, Bridge 6, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded one contract containing the General Fair Wages Clause.

#### DEPARTMENT OF TRANSPORT

*Beaver Island N S*: Annapolis Valley Construction Ltd, construction of dwelling & combined fog alarm & radio beacon bldg. *Moshers Island N S*: Urban Construction Ltd, construction of single dwelling & demolition of dwelling. *Trenton N S*: Warren (Maritimes) Ltd, resurfacing apron & taxiway, Airport. *Fredericton N B*: Cardinal Construction Ltd, construction of UHF/VHF transmitter bldg & related work. *Montreal Que*: Nation-Wide Interior Maintenance Co Ltd, cleaning Air Terminal Bldg & other bldgs, International Airport. *London Ont*: George Keen Construction Ltd, modifications to VOR bldg for installation of TACAN, Airport. *Muskoka Ont*: Miller Paving Ltd, surface treatment of runway 18-36, Airport. *Peterborough Ont*: Dominion Bridge Co Ltd, mechanical rehabilitation of hydraulic lift lock. *Wiarton Ont*: Durham Stone & Paving Ltd, surface treatment of runways, Airport. *Windsor Ont*: Marentette Bros Ltd, surface treatment of runways, Airport. *Winnipeg Man*: Tallman Construction Co Ltd, construction of concrete fillets, International Airport. *Edmonton Alta*: Art's Heat Controls, installation of exhaust roof fans in garage & related work, International Airport; Conniston Construction Co Ltd, landscaping development of Air Terminal Air, International Airport. *Grande Prairie Alta*: D L Guthrie Construction, relocation of rotating beacon & site improvements (Meteo Instrument Area), Airport. *Estevan B C*: Arrow Striping, interior & exterior painting of bldgs, Meteorological Station. *Kamloops B C*: Conniston Construction Co Ltd, landscaping areas, Air Terminal Bldg. *Port Hardy B C*: W A Colebank Ltd, replacement of water mains & related work, Airport; Arrow Striping, painting of bldgs, Airport. *Tofino B C*: J B Watson Painting & Decorating, exterior painting of bldgs, Airport. *Cambridge Bay N W T*: Yukon Construction Co Ltd, construction of garage & related work.

In addition, this Department awarded 24 contracts containing the General Fair Wages Clause.

## PRICE INDEX

### Consumer Price Index, July 1964

The consumer price index (1949=100) rose 0.7 per cent between June and July, to 136.2 from 135.3. The July index was 2.0 per cent above the July 1963 index of 133.5.

The increase during the month was mainly a result of an increase of 2.2 per cent in the food group together with lesser increases in the housing and recreation and reading components. The transportation component declined slightly, and the remaining three main components of the index were unchanged.

The food index was 135.4, up 2.2 per cent from 132.5. The rise was due to higher prices for most fresh vegetables, some fresh and canned fruits, beef, pork, lamb, chicken, eggs, bread and other cereal products. Lower prices were reported for sugar, jam, lettuce and cabbage.

The housing index increased 0.2 per cent to 138.7 from 138.4. The shelter component was slightly higher as a result of increased rent and home-ownership prices. The household operation component was unchanged.

The clothing index was unchanged from its June level of 119.0. Slightly lower prices for footwear and men's and children's wear were balanced by moderately higher prices for knitting yarn.

The transportation index was 0.3 per cent lower, at 141.6 from 142.0, as a result of widespread decreases in prices of new cars and lower prices for gasoline in a few cities.

The health and personal care index remained constant at 167.3. The health component was unchanged; in the personal care component, lower prices for some personal care supplies were offset by an increase in the price of men's haircuts.

The recreation and reading index edged up 0.1 per cent to 151.5 from 151.4. A decrease in the recreation component was not sufficient to offset an increase in reading. In recreation, prices were lower for radios, television sets and phonograph records. Higher newspaper prices in some cities moved the reading index.

The tobacco and alcohol index was unchanged at 120.2.

Group indexes in July 1963 were: food 132.5, housing 135.9, clothing 115.7, transportation 140.7, health and personal care 162.6, recreation and reading 148.8, and tobacco and alcohol 118.2.

### City Consumer Price Indexes, June 1964

Consumer price indexes (1949=100) rose in eight of the ten regional cities between May and June; indexes were unchanged in the remaining two. Increases ranged from 0.2 per cent in Winnipeg and Edmonton-Calgary to 0.7 per cent in Montreal.

The food indexes rose in all cities except Vancouver, which registered a decrease of 0.1 per cent. Increases ranged from 0.1 per cent in St. John's to 2.1 per cent in Montreal.

Indexes for housing were higher in six cities, unchanged in three, and lower in one. Clothing indexes moved up in eight cities and down in two. Transportation indexes registered decreases in eight cities and were constant in two. Indexes for health and personal care rose in four cities, fell in three, and remained unchanged in three. Recreation and reading indexes were higher in three cities, lower in two and constant in five. Tobacco and alcohol indexes were steady in all cities.

Regional consumer price index point changes between May and June were as follows: Montreal +0.9 to 135.2; Toronto +0.7 to 137.1; Saskatoon-Regina +0.5 to 129.8; Halifax +0.4 to 132.2; Saint John +0.4 to 134.8; Ottawa +0.4 to 135.9; Winnipeg +0.3 to 132.4; Edmonton-Calgary +0.3 to 128.1. St. John's and Vancouver remained unchanged at 121.0\* and 132.7 respectively.

### Wholesale Price Index, June 1964

The general wholesale index (1935-39=100) declined 0.2 per cent in June to 245.4 from 245.9 in May and was 0.1 per cent lower than the June 1963 index of 245.7.

Five major group indexes were lower in June; the remaining three groups were higher.

The vegetable products group index moved 2.3 per cent lower to 221.4 from 226.6. Decreases of 0.2 per cent or less occurred in the following four major group indexes: textile products to 248.6 from 249.0; iron products to 255.1 from 255.7; non-metallic minerals products to 190.5 from 190.7; and wood products to 332.3 from 332.4.

The animal products group index rose 1.8 per cent to 254.3 from 249.8, the chemical products group index 0.7 per cent to 191.6 from 190.3, and the non-ferrous metals products group index 0.3 per cent to 204.9 from 204.2.

\* On base June 1951=100.



The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 3.7 per cent to 227.2 from 219.1 in the three-week period ended June 19. The animal products index moved up 2.3 per cent from 267.5 to 273.7, and the field products index rose 5.9 per cent from 170.6 to 180.7.

The residential building material price index (1935-39=100) was little changed in June at 330.8 versus 330.9 in May. On the base 1949=100 it was unchanged at 145.1

The non-residential building material price index (1949=100) rose 0.1 per cent to 141.3 in June from 141.4 in May.

#### U.S. Consumer Price Index, June 1964

The United States consumer price index (1957-59=100) rose 0.2 per cent to 108.0 in June from 107.8 in May. The index in June 1963 was 106.6.

The rise in the index in June reflects the normal seasonal increase in the price of fruits and vegetables. In the non-food area, changes were small, except for another significant increase in the price of used cars. The cost of medical care continued to go up, as did rents.

#### British Index of Retail Prices, May 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 107.0 in mid-May from 106.1 in mid-April. In May 1963 it was 103.9.

The rise in the index was due mainly to increases in the prices of alcoholic drink, cigarettes and tobacco following increases in customs and excise duties on these items that came into operation on April 15.

The food index rose by nearly one-half of 1 per cent to 107.8 from 107.4 in April.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 190

#### Annual Reports

1. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-seventh Annual Report, Year ended December 31, 1963*. [Victoria?] Queen's Printer, 1964. Pp. 51.

2. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Ontario Industrial Review, 1963*. Toronto, 1964. Pp. 96.

#### Automation

3. COLUMBIA UNIVERSITY. SEMINAR ON TECHNOLOGY AND SOCIAL CHANGE. *Technology and Social Change*. Edited by Eli Ginzberg. New York, Columbia University Press, 1964. Pp. 155.

Contains five papers on the implications of technological change in the U.S. Some of the topics dealt with are economic growth, productivity, unemployment, shorter hours, skill obsolescence, and the utilization of scientific and technical personnel.

4. CONFERENCE ON SOLUTIONS TO PROBLEMS OF AUTOMATION AND EMPLOYMENT, NEW YORK, 1963. *Jobs, Men, and Machines: Problems of Automation; [Proceedings]* Edited by Charles Markham. New York, Published for the American Foundation on Automation and Employment by Praeger [1964] Pp. 166.

The Conference, held May 15, 1963 and sponsored by the American Foundation on Automation and Employment, considered problems caused by automation, specific proposals to ease employment problems created by automation, and the relationship of automation to the community. In conclusion, there is an interview with U.S. Secretary of Labor W. Willard Wirtz conducted by A. H. Raskin, noted labour reporter and a member of the editorial board of the New York Times.

5. EDITORIAL RESEARCH REPORTS. *Cushioning of Automation*, by Richard L. Worsnop. Washington, 1963. Pp. 765-782.

Points out that the benefits of automation are greater than its disadvantages.

#### Economic Conditions

6. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Preliminary Estimates of National Income and Balance of Payments, 1963*. London, HMSO, 1964. Pp. 21.

7. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *The Organization for Economic Cooperation and Development*. [Paris, 1964?] Pp. [254].

8. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Canada* [1963] Paris, 1964. Pp. 33.

9. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Denmark. January 1964.* Paris, 1964. Pp. 26.

10. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Germany. January 1964.* [Paris] 1964. Pp. 42.

#### Employment Management

11. ALBRIGHT, LEWIS EDWIN. *The Use of Psychological Tests in Industry*, by Lewis E. Albright, J. R. Glennon [and] Wallace J. Smith. Cleveland, H. Allen, 1963. Pp. 196.

Partial Contents: What can Tests measure Some Statistical Tools helpful in understanding Tests. Methods of relating Test Scores and Job Success. Types of Tests commonly used in Industry. Some Other Uses of Tests briefly mentioned.

12. BYERS, KENNETH. *Elements of Position Classification in Local Government* [by] Kenneth Byers, M. Robert Montilla [and] Elmer V. Williams. [Chicago, Public Personnel Association] 1955. Pp. 49.

Contents: Position Classification—Purposes and Concepts. The Installation of a Classification Plan. Maintenance of the Classification Plan.

13. McFARLAND, DALTON EDWARD. *Cooperation and Conflict in Personnel Administration*. New York, American Foundation for Management Research, 1962. Pp. 143.

An examination of the personnel executive in industry and his relationship to chief executives and middle and lower line managers. The author gives many case examples from his own research.

#### Employment Offices, Public

14. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Government Employment and Training Services in Britain. September 1963.* London, 1963. Pp. 6.

15. HABER, WILLIAM. *The Role of the United States Employment Service in a Changing Economy*, by William Haber and Daniel H. Kruger. Kalamazoo, Mich., Upjohn Institute, 1964. Pp. 122.

Contents: The Job Economy. Historical Development from a Labor Exchange to an Employment Service. Employment Services. Developing Problems and Issues. Strengthening and improving the United States Employment Service.

16. U.S. EMPLOYMENT SERVICE. *Local Office Organization*. Washington, U.S. Dept. of Labor, Manpower Administration, Bureau of Employment Security, 1963. 1 volume. (various pagings).

Concerns the organization of local offices of the U.S. Employment Service.

#### Health, Public

17. EDITORIAL RESEARCH REPORTS. *Noise Suppression*, by William B. Dickinson. [Washington] 1963. Pp. 785-802.

Discusses the omnipresence of noises in everyday life and some measures being undertaken in the U.S. to control unnecessary noise.

18. CANADIAN WELFARE COUNCIL. *Better Health Care for Canadians; Submission to the Royal Commission on Health Services, May 31, 1962.* Ottawa, 1962. Pp. xxiii. 149.

*Summary of Major Findings, with Recommendations.* Ottawa, 1962. Pp. [17].

19. INTERNATIONAL LABOUR OFFICE. *Hygiene in Commerce and Offices*. Fourth item on the agenda. Geneva, 1963-1964. 2 volumes.

At head of title: Report 4(1)-(2). International Labour Conference. 48th Session, Geneva, 1964.

Part 1 contains a general outline of the situation. Part 2 contains a summary and analysis of the replies of member governments and English and French versions of the proposed Recommendation and Convention.

#### Industrial Relations

20. COLE, DAVID LAWRENCE. *The Quest for Industrial Peace*. New York, McGraw-Hill, 1963. Pp. 164.

Based on three lectures given by the distinguished American labour arbitrator at Harvard University in October 1962 under the sponsorship of the Meyer Kestnbaum Committee of Harvard University. The titles of the three addresses are: Incompatibility in Collective Bargaining. Government's Part in Labor Disputes. The Grievance Function. An appendix includes excerpts from a series of recommendations, reports and studies dealing with the handling of labour disputes. These recommendations, etc. emanate from groups with which the author was associated.

21. LEVIN, NOEL ARNOLD. *Successful Labour Relations, an Employers' Guide*. New York, Book Division, Fairchild Publications, 1963. Pp. 240.

The author is a New York City lawyer specializing in labour relations. He writes about American labour relations law as it governs union-management relations and how management should negotiate a collective bargaining agreement with the union.

22. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Comparative Canadian-U.S. Industrial Relations; Proceedings of the Spring Meeting, Montreal,*



Canada, May 6-7, 1963. [Madison, Wis.] 1963. Pp. 665-755.

Reprinted from Labor Law Journal, August 1963.

Four topics were discussed at this meeting: manpower implications of technological change; labour on United States and Canadian railroads; labour relations policy and the building trades in Canada; and, public-interest disputes and their settlement.

23. ROSS, ARTHUR MAX. *Distressed Grievance Procedures and Their Rehabilitation*. Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 104-132.

"A distressed grievance procedure is one in which the filing of multitudinous grievances becomes a mechanical routine; one which is so overloaded that there is insufficient time for investigation and negotiation; . . . one which does not effectively settle controversial issues." The author reviews various measures undertaken by the parties to overcome the surfeit of grievances where such exists.

24. TROTTA, MAURICE S. *Collective Bargaining: Principles, Practices, Issues*. [Contributing authors: Anthony P. Alfino and others] New York, Simmons-Boardman Pub. Corp., c1961. Pp. 518.

Consists of 2 parts: The first part outlines principles and procedures while the second part describes actual case material relating to the most common provisions of collective bargaining agreements, such as absenteeism, call in and reporting pay, discipline of employees, etc.

#### Industry—Location

The following eleven Surveys were prepared by Industrial Development Branch of the Department of Industry and Development of the Province of Alberta and published in 1963 and 1964.

25. *Village of Bentley*. Rev. October 1963. Pp. 11.

26. *Town of Castor*. Rev. December 1963. Pp. 12.

27. *Town of Coaldale*. Rev. October 1963. Pp. 14.

28. *Town of Coleman*. Rev. November 1963. Pp. 12.

29. *Town of Fort Saskatchewan*. Rev. October 1963. Pp. 12.

30. *Town of High River*. Rev. October 1963. Pp. 16.

31. *Town of Stony Plain*. Rev. October 1963. Pp. 12.

32. *Town of Valleyview*. Rev. October 1963. Pp. 10.

33. *Village of Mannville*. Rev. June 1963. Pp. 12.

34. *Town of Peace River*. Rev. December 1963. Pp. 13.

35. *Town of Ponoka*. Rev. October 1963. Pp. [12].

#### International Labour Conference

36. INTERNATIONAL LABOUR CONFERENCE. 47th, GENEVA, 1963. *Record of Proceedings*. Geneva, International Labour Office, 1964. Pp. 691.

37. INTERNATIONAL LABOUR CONFERENCE. 47th, GENEVA, 1963. CANADIAN EMPLOYERS' DELEGATION. *Report on the 1963 International Labour Conference*. [Toronto? 1964] Pp. 39.

#### Labour Laws and Legislation

38. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Canadian Labour Standards Legislation versus Discrimination, Prejudice and Exploitation*. [Fredericton? 1963?] Pp. 39.

A brief comparison of provincial and federal labour legislation dealing with hours of work, fair employment practices, fair remuneration to female employees, vacation pay, etc.

39. ONTARIO FEDERATION OF LABOUR (CLC). RESEARCH DEPARTMENT. *Labour Legislation in Ontario; Steward's Handbook*. 6th edition. September 1963. [Toronto] 1963. Pp. 113.

#### Labour Organization

40. BLUM, ALBERT ALEXANDER. *Management and the White-Collar Union*. New York, American Management Association [1964] Pp. 111.

An analysis of the reasons for white-collar workers' reluctance to join labour unions.

41. GAMBA, CHARLES. *The Origins of Trade Unionism in Malaya; a Study in Colonial Labour Unrest*. With a foreword by Victor Purcell. Singapore, Pub. by D. Moore for Eastern Universities Press, 1962. Pp. 511.

Thesis—University of Western Australia. The author is first President of the Industrial Arbitration Court of the State of Singapore. He writes about trade unionism in Malaya from its beginnings until 1950.

42. GREAT BRITAIN. INQUIRY INTO THE COMPLAINT MADE BY THE NATIONAL UNION OF BANK EMPLOYEES ON 12th MARCH 1962 TO THE COMMITTEE ON FREEDOM OF ASSOCIATION OF THE INTERNATIONAL LABOUR ORGANIZATION. *Report of the Inquiry by the Hon. Lord Cameron*. London, HMSO, 1963. Pp. [184].

Early in 1962 the National Union of Bank Employees submitted a complaint to the International Labour Organization's Committee on Freedom of Association through the Trades Union Congress. The union complained that 4 Banks were preventing it from organizing their employees.

43. INTERNATIONAL LABOR PRESS ASSOCIATION. *Press Relations Guide*. [Washington, 1963?] Pp. 28.

This pamphlet is a guide for trade union locals in preparing news stories of union activities for local newspapers.

44. LENS, SIDNEY. *The Crisis of American Labor*. New York, Barnes; a Perpetua book, 1961. Pp. 318.

An exposition of what the author calls "business unionism." The author writes about present American labour union leaders, who, he says, are running their unions like a business and are lacking in the idealism that formerly prevailed in the labour movement.

45. PARADIS, ADRIAN ALEXIS, *Labor in Action; the Story of the American Labor Movement*. New York, Messner, 1963. Pp. 191.

A very general history of the American labor movement from early days up to the present time.

### Labour Supply

46. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Resources of Scientific and Technical Personnel in the OECD Area; Statistical Report of the Third International Survey on the Demand for and Supply of Scientific and Technical Personnel*. Paris, 1963. Pp. 293.

Assembles data from 1956 up to February 1963, assesses supply and demand of scientific and technical manpower, and forecasts supply and demand up to 1970.

47. RAPHAEL, LLOYD F. *Labour Force of New Brunswick, 1951-1971*. Fredericton, New Brunswick Department of Labour, 1963. Pp. 143.

48. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Selected Manpower Indicators for States*. Washington, GPO, 1963. Pp. 52.

"This booklet shows variations, as well as relationships among the States on several basic manpower subjects—employment, unemployment, education, the nonwhite population, the extent of population movement across State lines, the proportion in white-collar occupations, income, and growth projections to 1970 for the population and the labor force."

### Labouring Classes

49. BERNSTEIN, SAMUEL. *The First International in America*. New York, A. M. Kelley, 1962. Pp. 312.

Discusses the part played by the International Workingmen's Association in the U.S. in the two decades following the American Civil War.

50. CANADA. DEPARTMENT OF LABOUR. *Occupational Trends in Canada, 1931 to 1961*. Ottawa, Queen's Printer, 1963. Pp. 64.

Shows the changes which occurred in the numbers in various occupations.

51. EDITORIAL RESEARCH REPORTS. *Churches and Social Action*, by Helen B. Shaffer. Washington, 1963. Pp. 745-761.

Describes what some clergymen are doing in the civil rights movement in the U.S.

52. INTER-AFRICAN LABOUR CONFERENCE. 6th, ABIDJAN, IVORY COAST, 1961. *Reports, Recommendations and Conclusions*. London, Commission for Technical Co-operation in Africa South of the Sahara, 1962. Pp. 260.

The discussions at this conference were concerned with labour and social problems and with safety, health and welfare questions.

53. INTER-AFRICAN LABOUR INSTITUTE. *Migrant Labour in Africa South of the Sahara; Proceedings under Item II of the Agenda of the Sixth Inter-African Labour Conference, Abidjan, 1961, and Other Relevant Papers*. London, Commission for Technical Co-operation in Africa South of the Sahara, 1962. Pp. 338.

54. INTERNATIONAL LABOUR CONFERENCE. 3d, GENEVA, 1921. *International Labour Convention No. 10 adopted by the General Conference of the International Labour Organization at its Third Session concerning the Age for Admission of Children to Employment in Agriculture (as modified by the Final Articles Revision Convention adopted at Montreal on October 9, 1946)*, Geneva, November 16, 1921. London, HMSO, 1964. Pp. 7.

[Great Britain. Parliament. Papers by command] Cmnd. 2227.

At head of title: International Labour Organization. Text in English and French.

55. INTERNATIONAL LABOUR OFFICE. *The Employment of Young Persons in Underground Work in Mines of All Kinds*. Seventh item on the agenda. Geneva, 1963-1964. 2 volumes.

At head of title: Report 7(1)-(2). International Labour Conference. 48th Session, Geneva, 1964.

Part 1 contains a preliminary report on the topic and a questionnaire to be completed by member countries of ILO. Part 2 contains replies from Governments and a commentary and proposed conclusions based on the replies.

56. SAYLES, FERN ALMER. *Welland Workers make History*. [Welland, Winifred Sayles, 1963] Pp. 221.

The late author (1896-1959), a minister, wrote about the labour movement in Welland, Ont.

57. TECHNICAL SEMINAR ON AGE AND EMPLOYMENT, STOCKHOLM, 1962. *Age and Employment; Technical*



*International Seminar at Stockholm, 15th-19th April 1962; General Report* by Alastair Heron. Paris, Organisation for Economic Co-operation and Development, 1962. Pp. 62.

The seminar discussed problems and possible solutions affecting the over-40 worker.

58. U.S. BUREAU OF EMPLOYMENT SECURITY. *Experience of Other Countries in dealing with Technological Unemployment*. Washington, GPO, 1963. Pp. 42.

A brief examination of measures used in some European countries to deal with worker displacement resulting from automation and other changes.

### Students

59. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Drop-out Rates in University Engineering Courses*. Ottawa, 1963. Pp. 11. (Professional Manpower Bulletin No. 3. October 1963) Covers the period 1954 to 1963.

60. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Survey of Canadians enrolled at American Universities and Colleges, 1962-1963*. Ottawa, 1964. Pp. [12] (Professional Manpower Bulletin No. 4. February 1964).

### Unemployed—Training

61. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Bridge to Employment; Demonstration Manpower Programs*. Washington, GPO, 1963. Pp. 20.

"Demonstration Manpower Programs" provide unemployed persons with testing, counselling, guidance, training, remedial education, and job development after the person has found a job.

62. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Training Disadvantaged Groups under the Manpower Development and Training Act*. Washington, GPO, 1963. Pp. 24.

Contains a brief analysis of the training experience of such disadvantaged groups as young workers, older workers, non-white, handicapped and undereducated workers.

### Workmen's Compensation

63. CHEIT, EARL FRANK. *Can Injured Workers recover?* Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 47-76.

Examines the difficulty that some Americans have in collecting full payments from workmen's compensation because there is not a uniform workmen's compensation law in the U.S. (There are 54 laws dealing with workmen's compensation in the United States and territories.)

64. INTERNATIONAL LABOUR OFFICE. *Benefits in the Case of Industrial and Occupational Diseases*. Fifth item on the agenda. Geneva, 1963-1964. 2 volumes.

At head of title: Report 5(1)-(2). International Labour Conference. Forty-eighth Session, Geneva, 1964.

Part 1 contains a proposed convention and a proposed Recommendation; Part 2 contains replies from 74 Member States with comments, as well as the proposed texts of the Convention and Recommendation incorporating some suggested changes.

65. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws, a Comparison of Major Provisions with Recommended Standards*. Rev. ed. Washington, GPO, 1963, Pp. 43.

### Miscellaneous

66. CANADA. ROYAL COMMISSION ON BANKING AND FINANCE. *Report*. Ottawa, Queen's Printer, 1964. Pp. 587.

Hon. Dana H. Porter, chairman.

The Royal Commission on Banking and Commerce was appointed "to inquire into and report upon the structure and methods of operation of the Canadian financial system, including the banking and monetary system and the institutions and processes involved in the flow of funds through the capital market . . ." and to make recommendations on these matters and on various banking legislation.

67. GREAT BRITAIN. PRIME MINISTER. *Higher Education; Government Statement on the Report of the Committee under the Chairmanship of Lord Robbins, 1961-63*. London, HMSO, 1963. Pp. [5]

Gives details of the British Government's intentions concerning certain recommendations of the Robbins Committee on Higher Education.

68. JOINT FORESTRY CONVENTION, QUEBEC, 1960. *Joint Forestry Convention. Convention Theme: Forestry Education in Canada*. [Macdonald College, Que., Canadian Institute of Forestry, 1961?] Pp. 134.

Cover title and chapter headings in English and French. Title in French: *Congrès forestier conjoint. Thème du Congrès: L'éducation forestière au Canada*.

Congress sponsored jointly by Canadian Institute of Forestry and La Corporation des ingénieurs forestiers de la Province de Québec.

69. NATIONAL UNEMPLOYMENT INSURANCE COMMISSION ASSOCIATION. *Report of the Sixth Triennial Convention, Calgary, Alberta, September 27-28-29-30, 1961*. [Ottawa, 1961] Pp. 122.

70. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Scientific Policy in Sweden*. Paris, 1964. Pp. 66.

At head of title: OECD. Reviews of National Policies for Science and Education.

71. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal*, 1964. Toronto, 1964. Pp. 64.

Partial Contents: Changes in Productivity: Some Problems in Concepts and Measurement, by T. K. Rymes. A Challenge for Canadians [Peter Munk, President of Clairtone Sound

Corporation Limited, manufacturer of radio-phonograph combination units, tells how his company has penetrated the U.S. market. He urges Canadian manufacturers to create Canadian products and goods that can be sold effectively outside Canada]. The Canadian Steel Industry since 1956, by M. W. Farrell. Economic Forecasting, by O. E. Thur.

## Recent Regulations

(Continued from page 725)

The new order also includes the usual provisions respecting semi-monthly pay, the posting of orders and the keeping of records.

### Ontario Public Service Act, 1961-62

In Ontario, a new regulation under the Public Service Act, 1961-62, O. Reg. 124/64, established the Ontario Provincial Police Negotiating Committee to consider submissions of the Ontario Provincial Police Association respecting terms of employment of police officers and constables, including working conditions, remuneration, leaves and hours of work.

The Committee is to be composed of six members designated by the Lieutenant Governor in Council, of whom three are to be appointed on the recommendation of the Ontario Provincial Police Association.

## Decisions of the Umpire

(Continued from page 730)

**Considerations and Conclusions:** The jurisprudence established by the Umpire in connection with labour disputes and, more particularly, in connection with disputes presenting facts similar to those which have

### New Brunswick Fair Wages and Hours of Labour Act

A new regulation under the New Brunswick Fair Wages and Hours of Labour Act gazetted on June 10 set minimum rates for overtime on government construction contract work.

An employee working on the construction, remodelling, repair or demolition of a road or bridge must be paid not less than his regular rate for all hours worked in excess of 44 in a week. An employee engaged in other types of construction contract work must receive time and one-half for overtime work.

In either case, however, the minimum rate for overtime work may not be less than the rate established by a collective agreement between the contractor and his employees for the class of work being performed.

been established in this case, is as stated by the insurance officer in his appeal.

Consequently, I decide to disallow the decision of the board of referees and to uphold the appeal of the insurance officer.



# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 18, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	7,132	663	2,007	2,649	1,241	672
Men.....	5,225	499	1,488	1,859	899	480
Women.....	2,007	164	519	790	342	192
14-19 years.....	958	98	281	322	176	81
20-24 years.....	945	100	312	310	149	74
25-44 years.....	3,039	254	854	1,137	505	289
45-64 years.....	2,074	187	515	791	372	209
65 years and over.....	216	24	45	89	39	19
Employed.....	6,997	631	1,905	2,574	1,214	643
Men.....	5,022	472	1,404	1,803	881	462
Women.....	1,945	159	501	771	333	181
Agriculture.....	724	49	139	180	322	34
Non-agriculture.....	6,243	582	1,766	2,394	892	609
Paid Workers.....	5,757	520	1,610	2,227	837	563
Men.....	4,028	376	1,161	1,524	565	402
Women.....	1,729	144	449	703	272	161
Unemployed.....	265	32	102	75	27	29
Men.....	203	27	84	56	18	18
Women.....	62	*	18	19	*	11
Persons not in the Labour Force.....	5,525	622	1,669	1,802	918	514
Men.....	1,108	142	325	334	190	117
Women.....	4,417	480	1,344	1,468	728	397

\*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
JULY 18, 1964, CANADA**

(Estimates in thousands)

Source: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> ....	12,757	2,016	3,685	982	3,787	925	1,362
Labour Force.....	7,232	958	3,576	898	952	632	216
Employed.....	6,967	864	3,495	841	939	619	209
Unemployed.....	265	94	81	57	13	13	*
Not in labour force.....	5,525	1,058	109	84	2,835	293	1,146
Participation rate <sup>(2)</sup>							
1964, July 18.....	56.7	47.5	97.0	91.4	25.1	68.3	15.9
June 20.....	55.3	36.8	97.1	89.8	26.0	70.0	16.2
Unemployment rate <sup>(3)</sup>							
1964, July 18.....	3.7	9.8	2.3	6.3	1.4	2.1	*
June 20.....	4.0	13.9	2.3	7.1	1.4	2.2	*

<sup>(1)</sup> Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The Labour Force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

\* Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED JULY 18, 1964**

(Estimates in thousands)

Source: DBS Labour Force Survey

	July 1964	June 1964	July 1963
Total Unemployed.....	265	282	293
On temporary layoff up to 30 days.....	16	13	15
Without work and seeking work.....	249	269	278
Seeking full-time work.....	227	246	258
Seeking part-time work.....	22	23	20
Seeking under 1 month.....	97	115	92
Seeking 1-3 months.....	86	73	94
Seeking 4-6 months.....	26	38	33
Seeking more than 6 months.....	40	43	59



## B—Labour Income

**TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY**

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						Totals <sup>(2)</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1959—Total...	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total...	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total...	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total...	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total...	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
May.....	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June.....	48.3	513.6	169.9	.....	.....	.....	.....	.....	.....	1,843.2
July.....	49.0	500.1	172.4	.....	.....	.....	.....	.....	.....	1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September...	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	1,879.6
November...	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December...	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February.....	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March.....	48.8	529.8	165.4	.....	.....	.....	.....	.....	.....	1,839.5
April*.....	47.3	532.6	170.6	.....	.....	.....	.....	.....	.....	1,870.5
May†.....	49.2	547.8	175.5	.....	.....	.....	.....	.....	.....	1,939.6
<b>Seasonally Adjusted</b>										
1959—Total...	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total...	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total...	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total...	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total...	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
May.....	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June.....	47.3	499.8	165.3	.....	.....	.....	.....	.....	.....	1,780.4
July.....	47.5	499.1	165.2	.....	.....	.....	.....	.....	.....	1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September...	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November...	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December...	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February.....	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March.....	50.1	540.0	173.5	.....	.....	.....	.....	.....	.....	1,906.5
April*.....	49.0	535.1	175.1	.....	.....	.....	.....	.....	.....	1,913.1
May†.....	48.8	541.3	174.5	.....	.....	.....	.....	.....	.....	1,921.6

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at May 1964 employers in the principal non-agricultural industries reported a total employment of 3,081,613. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls, DBS*

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	83.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January.....	123.3	198.1	85.10	117.0	202.0	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April*.....	124.6	201.0	86.33	118.6	203.9	89.66
May†.....	128.9	202.0	86.80	121.3	204.9	90.10

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.



TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	May 1964	April 1964	May 1963	May 1964	April 1964	May 1963
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	137.0	127.8	132.8	77.14	78.98	75.19
Prince Edward Island.....	141.2	118.2	137.1	61.54	62.67	59.92
Nova Scotia.....	96.4	93.0	94.0	70.85	70.41	68.55
New Brunswick.....	106.0	97.1	101.4	69.23	71.30	66.69
Quebec.....	128.8	123.9	122.7	84.94	84.23	81.81
Ontario.....	132.0	129.0	126.5	90.12	89.51	87.05
Manitoba.....	116.0	111.3	112.2	78.58	78.62	77.45
Saskatchewan.....	132.7	125.4	129.3	80.68	81.37	78.29
Alberta.....	164.1	156.4	160.2	86.70	85.64	83.54
British Columbia.....	123.2	119.6	119.4	94.70	93.95	90.65
<b>Canada.....</b>	<b>128.9</b>	<b>124.6</b>	<b>123.7</b>	<b>86.80</b>	<b>86.33</b>	<b>83.69</b>
<b>Urban areas</b>						
St. John's.....	147.3	144.7	147.4	66.16	66.20	63.11
Sydney.....	75.8	77.0	82.4	87.08	83.31	83.18
Halifax.....	125.1	123.2	119.6	72.99	72.15	70.36
Moncton.....	107.7	104.3	103.6	66.58	67.54	63.89
Saint John.....	104.9	101.8	106.9	70.65	70.88	68.50
Chicoutimi—Jonquiere.....	117.4	113.4	107.2	104.04	105.56	100.98
Quebec.....	128.3	126.6	127.6	74.66	73.81	73.10
Sherbrooke.....	116.6	114.6	110.4	73.17	73.67	71.22
Shawinigan.....	105.2	103.1	100.8	93.62	92.00	94.25
Three Rivers.....	127.6	123.3	118.9	83.31	80.63	76.47
Drummondville.....	94.6	93.3	85.8	67.44	68.91	68.85
Montreal.....	134.7	132.8	128.7	86.74	85.69	83.36
Ottawa—Hull.....	142.1	137.8	137.6	80.07	79.64	77.27
Kingston.....	137.0	132.0	122.9	86.62	86.84	81.92
Peterborough.....	107.1	104.5	99.3	95.35	93.86	92.79
Oshawa.....	226.9	226.2	203.6	106.42	106.96	106.76
Toronto.....	147.1	144.9	141.2	90.69	89.92	87.73
Hamilton.....	125.5	122.3	117.8	96.01	94.52	92.67
St. Catharines.....	122.9	122.5	115.0	101.84	101.60	97.78
Niagara Falls.....	108.1	99.1	102.3	84.95	87.93	82.11
Brantford.....	90.6	90.4	88.3	84.83	83.93	81.07
Guelph.....	128.6	130.8	130.6	81.16	80.11	76.99
Galt.....	131.1	129.4	119.5	76.48	77.42	73.87
Kitchener.....	146.5	143.5	138.6	80.32	79.76	78.35
Sudbury.....	134.0	130.5	126.8	96.50	94.48	93.10
Timmins.....	86.7	84.5	89.3	77.33	77.47	74.53
London.....	148.4	144.4	142.7	83.88	82.38	79.14
Sarnia.....	136.2	132.1	136.2	110.01	110.53	107.94
Windsor.....	85.2	83.7	77.7	103.09	101.10	96.36
Sault Ste. Marie.....	155.8	151.4	149.9	105.74	104.45	106.75
Fort William—Port Arthur.....	116.3	110.3	111.1	88.64	84.21	84.20
Winnipeg.....	117.8	114.0	112.1	76.16	75.81	74.22
Regina.....	154.0	147.7	145.4	80.39	80.07	77.09
Saskatoon.....	149.2	144.7	145.4	76.19	74.68	73.57
Edmonton.....	215.5	207.8	206.4	80.39	79.78	78.68
Calgary.....	184.9	178.6	180.6	86.62	85.74	82.70
Vancouver.....	126.4	121.7	119.1	92.77	92.72	88.90
Victoria.....	121.1	113.3	116.9	85.38	81.57	81.82

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	May 1964	April 1964	May 1963	May 1964	April 1964	May 1963
				\$	\$	\$
<b>Mining</b> .....	<b>114.7</b>	<b>111.7</b>	<b>113.7</b>	<b>105.03</b>	<b>105.08</b>	<b>101.72</b>
Metal mining.....	131.3	127.4	128.5	104.23	105.53	102.39
Gold.....	63.5	63.5	66.9	85.40	87.12	83.93
Other metal.....	194.3	186.8	185.8	109.96	111.34	108.57
Fuels.....	76.9	77.0	78.2	112.79	109.29	107.68
Coal.....	35.2	37.7	38.2	84.68	79.83	81.05
Oil and natural gas.....	246.0	236.6	241.1	129.09	128.35	124.90
Non-metal.....	151.5	142.7	151.3	96.53	96.55	90.11
<b>Manufacturing</b> .....	<b>121.3</b>	<b>118.6</b>	<b>116.3</b>	<b>90.10</b>	<b>89.66</b>	<b>86.73</b>
Durable goods.....	128.8	126.1	122.2	97.40	96.56	93.66
Non-durable goods.....	115.0	112.4	111.3	83.25	83.19	80.36
Food and beverages.....	117.0	109.3	116.2	78.91	79.61	76.10
Meat products.....	136.0	131.2	133.8	87.84	86.57	87.37
Canned and preserved fruits and vegetables.....	96.8	86.1	94.0	69.10	72.15	67.17
Grain mill products.....	95.5	94.4	91.2	87.62	86.22	84.27
Bread and other bakery products.....	111.9	110.8	112.2	76.19	74.55	72.49
Distilled and malt liquors.....	97.7	93.4	95.7	110.27	110.36	106.10
Tobacco and tobacco products.....	90.1	97.2	87.9	85.92	83.28	85.56
Rubber products.....	118.7	115.6	111.8	92.43	91.73	88.42
Leather products.....	88.2	88.7	87.1	60.27	60.08	56.62
Boots and shoes (except rubber).....	91.4	92.3	93.1	58.02	57.93	54.17
Other leather products.....	82.4	82.1	76.3	64.81	64.47	62.06
Textile products (except clothing).....	90.0	89.0	84.2	71.69	71.91	68.53
Cotton yarn and broad woven goods.....	77.6	76.9	72.7	67.95	68.81	64.61
Woollen goods.....	66.9	66.1	64.0	65.77	65.23	63.51
Synthetic textiles and silk.....	109.4	106.8	97.3	78.23	79.19	75.07
Clothing (textile and fur).....	98.3	98.8	92.8	55.69	55.46	53.74
Men's clothing.....	104.0	104.3	97.8	54.58	54.04	52.72
Women's clothing.....	106.9	108.7	97.5	56.25	56.67	54.70
Knit goods.....	76.4	75.4	73.4	56.42	55.78	53.51
Wood products.....	113.0	109.8	109.9	77.43	76.96	73.63
Saw and planing mills.....	115.2	111.2	112.7	79.81	79.56	75.66
Furniture.....	123.6	122.0	117.5	74.50	73.98	71.30
Other wood products.....	80.9	78.8	80.6	68.88	67.23	65.79
Paper products.....	131.4	128.5	127.3	104.09	104.17	101.02
Pulp and paper mills.....	131.3	128.0	127.2	111.83	112.52	108.76
Other paper products.....	131.5	129.7	127.4	85.56	84.41	82.48
Printing, publishing and allied industries.....	127.3	126.8	126.2	97.74	97.44	93.72
Iron and steel products.....	121.2	119.2	115.7	102.14	100.77	98.72
Agricultural implements.....	74.5	74.2	75.0	109.80	107.93	105.97
Fabricated and structural steel.....	154.3	149.6	156.5	102.75	101.38	98.99
Hardware and tools.....	126.2	124.7	114.7	88.71	89.08	87.05
Heating and cooking appliances.....	106.8	109.3	103.0	86.43	87.60	83.43
Iron castings.....	108.9	107.6	102.2	97.69	97.32	93.99
Machinery, industrial machinery.....	143.1	141.2	135.1	99.01	98.42	93.81
Primary iron and steel.....	143.7	139.8	132.0	116.88	113.29	114.37
Sheet metal products.....	120.8	117.2	119.9	98.64	96.74	95.36
Wire and wire products.....	128.4	126.8	117.0	101.36	101.50	97.44
Transportation equipment.....	129.8	127.3	117.6	106.82	105.93	102.94
Aircraft and parts.....	252.0	250.1	229.0	108.04	106.57	100.98
Motor vehicles.....	147.9	146.1	130.1	124.26	124.09	122.62
Motor vehicle parts and accessories.....	157.6	156.9	133.6	103.88	103.11	99.21
Railroad and rolling stock equipment.....	59.2	57.7	51.9	93.07	91.13	87.14
Shipbuilding and repairing.....	146.5	136.9	154.0	93.64	92.22	94.39
Non-ferrous metal products.....	133.6	130.8	125.9	100.65	100.05	97.02
Aluminum products.....	148.0	145.0	141.5	96.56	96.62	94.12
Brass and copper products.....	117.4	115.9	107.2	97.03	97.34	92.12
Smelting and refining.....	144.8	140.4	137.6	110.54	109.42	106.30
Electrical apparatus and supplies.....	157.9	156.4	153.2	94.22	94.35	91.11
Heavy electrical machinery.....	118.2	117.9	114.6	102.96	102.05	98.78
Telecommunication equipment.....	276.3	274.7	275.9	89.47	89.40	87.65
Non-metallic mineral products.....	159.6	151.1	155.4	95.11	93.19	91.65
Clay products.....	93.1	88.6	91.3	84.77	84.61	82.66
Glass and glass products.....	178.6	173.8	177.3	90.79	90.21	87.29
Products of petroleum and coal.....	144.5	139.7	142.7	131.18	130.64	126.39
Petroleum refining and products.....	147.0	142.3	145.0	132.40	131.89	127.46
Chemical products.....	140.9	138.3	137.4	104.79	104.94	101.10
Medicinal and pharmaceutical preparations.....	128.4	127.5	124.9	93.28	92.82	89.58
Acids, alkalis and salts.....	158.7	154.9	160.7	117.91	116.98	112.50
Other chemical products.....	139.7	137.0	135.0	103.79	104.39	100.44
Miscellaneous manufacturing industries.....	161.7	158.7	151.2	79.49	78.92	75.94
<b>Construction</b> .....	<b>128.0</b>	<b>114.4</b>	<b>126.7</b>	<b>95.51</b>	<b>93.62</b>	<b>90.55</b>
Building and general engineering.....	128.4	118.3	124.4	101.43	100.18	97.36
Highways, bridges and streets.....	127.4	108.0	130.6	85.66	81.78	79.89
<b>Electric and motor transportation</b> .....	<b>149.3</b>	<b>147.0</b>	<b>144.3</b>	<b>92.63</b>	<b>90.47</b>	<b>88.52</b>
<b>Service</b> .....	<b>182.2</b>	<b>175.7</b>	<b>165.1</b>	<b>61.08</b>	<b>61.08</b>	<b>59.06</b>
Hotels and restaurants.....	154.7	148.4	142.0	46.01	46.40	44.66
Laundries and dry cleaning plants.....	157.1	154.3	140.2	54.58	54.30	52.82
<b>Industrial composite</b> .....	<b>128.9</b>	<b>124.6</b>	<b>123.7</b>	<b>86.80</b>	<b>86.33</b>	<b>83.69</b>



# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly-Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	May 1964	April 1964	May 1963	May 1964	April 1964	May 1963
				\$	\$	\$
Newfoundland.....	39.6	41.8	42.9	1.74	1.74	1.60
Nova Scotia.....	41.7	41.4	41.6	1.72	1.74	1.67
New Brunswick.....	41.6	41.6	41.7	1.62	1.72	1.59
Quebec.....	42.1	41.8	41.8	1.81	1.81	1.75
Ontario.....	41.5	41.3	41.3	2.13	2.12	2.06
Manitoba.....	40.3	40.1	40.2	1.84	1.82	1.81
Saskatchewan.....	39.5	39.3	39.1	2.09	2.09	2.02
Alberta (includes Northwest Territories)	40.6	40.1	39.6	2.10	2.08	2.03
British Columbia (includes Yukon Territory).....	38.8	38.0	38.2	2.44	2.43	2.35

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

# TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1964	Apr. 1964	May 1963	May 1964	Apr. 1964	May 1963	May 1964	Apr. 1964	May 1963
				\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	42.0	42.0	42.2	2.30	2.29	2.22	96.58	96.05	93.83
Metal mining.....	41.5	42.0	42.2	2.37	2.37	2.30	98.54	99.58	97.08
Gold.....	42.3	43.3	43.5	1.87	1.86	1.80	78.99	80.77	78.33
Other metal.....	41.2	41.6	41.7	2.55	2.55	2.49	104.95	105.97	103.93
Fuels.....	42.7	40.3	41.7	2.17	2.12	2.10	94.47	85.21	87.65
Coal.....	43.4	40.7	42.3	1.90	1.91	1.88	82.65	77.77	79.28
Oil and natural gas.....	41.4	39.4	40.6	2.67	2.57	2.54	110.29	101.39	103.29
Non-metal.....	43.6	43.3	42.7	2.12	2.13	2.04	92.41	92.21	87.08
<b>Manufacturing</b> .....	41.4	41.1	41.2	2.02	2.01	1.95	83.55	82.75	80.25
Durable goods.....	42.1	41.7	41.7	2.19	2.17	2.11	91.97	90.69	88.19
Non-durable goods.....	40.8	40.6	40.6	1.85	1.85	1.79	75.21	74.86	72.50
Food and beverages.....	41.0	40.5	41.1	1.76	1.78	1.69	72.00	72.04	69.60
Meat products.....	41.2	40.2	41.6	2.01	2.01	2.01	82.78	81.06	83.70
Canned and preserved fruits and vegetables.....	40.2	39.7	38.7	1.49	1.55	1.45	59.72	61.47	56.12
Grain mill products.....	42.7	41.8	43.0	1.94	1.93	1.86	82.83	80.67	79.88
Bread and other bakery products.....	41.2	40.5	41.5	1.72	1.70	1.61	70.82	68.67	66.97
Distilled liquors.....	41.1	40.7	40.6	2.34	2.35	2.27	96.02	95.55	92.04
Malt liquors.....	39.6	38.8	39.9	2.54	2.56	2.46	100.71	99.44	98.02
Tobacco and tobacco products.....	37.3	38.8	38.4	2.13	1.98	2.10	79.56	76.78	80.54
Rubber products.....	42.1	41.7	42.0	2.06	2.05	1.98	86.53	85.38	83.10
Leather products.....	39.8	40.0	39.2	1.38	1.37	1.32	55.05	55.05	51.57
Boots and shoes (except rubber).....	39.4	39.6	38.6	1.35	1.33	1.28	53.06	52.88	49.27
Other leather products.....	40.5	40.9	40.3	1.46	1.46	1.41	59.10	59.53	56.77
Textile products (except clothing).....	42.5	42.7	42.4	1.53	1.53	1.46	64.89	65.25	62.00
Cotton yarn and broad woven goods.....	41.7	42.2	40.3	1.51	1.53	1.49	63.19	64.53	60.09
Woolen goods.....	43.0	42.9	43.2	1.41	1.41	1.35	60.47	60.32	58.33
Synthetic textiles and silk.....	42.9	43.3	43.6	1.64	1.65	1.66	70.41	71.63	67.88
Clothing (textile and fur).....	38.6	38.5	38.2	1.31	1.31	1.26	50.48	50.29	48.15
Men's clothing.....	38.5	38.3	37.9	1.30	1.30	1.26	50.12	49.64	47.61
Women's clothing.....	36.6	36.6	36.3	1.40	1.40	1.34	51.27	51.47	48.77
Knit goods.....	41.7	41.6	41.1	1.22	1.22	1.18	50.81	50.78	48.69
*Wood products.....	42.0	41.4	41.1	1.76	1.76	1.70	73.73	73.10	70.02
Saw and planing mills.....	41.5	40.8	40.3	1.87	1.89	1.81	77.42	76.99	73.19
Furniture.....	42.8	42.6	42.7	1.60	1.59	1.54	68.47	67.88	65.60
Other wood products.....	43.2	42.6	42.4	1.48	1.44	1.43	63.84	61.30	60.46
Paper products.....	42.0	41.8	41.7	2.34	2.35	2.28	98.38	98.19	95.15
Pulp and paper mills.....	42.1	42.1	41.8	2.51	2.53	2.46	105.88	106.32	102.61
Other paper products.....	41.6	41.1	41.5	1.89	1.87	1.81	78.44	76.77	75.31
Printing, publishing and allied industries.....	39.0	38.7	38.8	2.50	2.48	2.40	97.52	96.15	93.23
*Iron and steel products.....	42.1	41.7	41.7	2.32	2.30	2.26	97.66	95.85	94.16
Agricultural implements.....	42.3	41.4	42.0	2.45	2.42	2.38	103.69	100.24	99.92
Fabricated and structural steel.....	42.5	41.2	41.5	2.23	2.24	2.19	94.59	92.28	90.76
Hardware and tools.....	43.3	43.6	43.1	1.91	1.91	1.87	82.92	83.26	80.68
Heating and cooking appliances.....	40.1	41.0	40.0	1.99	1.98	1.89	80.00	81.39	75.54
Iron castings.....	42.5	42.6	42.3	2.23	2.22	2.13	94.92	94.43	90.18
Machinery, industrial.....	43.0	42.9	42.1	2.17	2.17	2.11	93.29	93.00	88.66
Primary iron and steel.....	41.6	40.4	41.1	2.72	2.68	2.69	112.95	108.44	110.66
Sheet metal products.....	41.9	41.0	41.7	2.23	2.20	2.17	93.27	90.32	90.22
Wire and wire products.....	43.1	43.2	42.3	2.26	2.26	2.17	97.25	97.59	91.94
*Transportation equipment.....	42.5	42.4	42.6	2.39	2.38	2.31	101.67	100.69	98.28
Aircraft and parts.....	42.4	41.7	41.4	2.34	2.31	2.21	99.28	96.28	91.64
Motor vehicles.....	44.4	44.7	45.5	2.67	2.68	2.59	118.72	119.63	117.69
Motor vehicle parts and accessories.....	42.6	42.5	42.5	2.34	2.32	2.24	99.65	98.48	95.13
Railroad and rolling stock equipment.....	41.2	40.5	39.9	2.22	2.21	2.14	91.29	89.25	85.35
Shipbuilding and repairing.....	40.4	40.8	41.7	2.27	2.21	2.25	91.79	89.93	93.75
*Non-ferrous metal products.....	41.2	40.9	40.8	2.27	2.26	2.21	93.62	92.31	90.16
Aluminum products.....	41.9	41.6	41.4	2.05	2.06	2.00	85.77	85.61	83.01
Brass and copper products.....	42.6	42.2	41.3	2.18	2.17	2.09	92.75	91.53	86.44
Smelting and refining.....	40.7	40.2	40.4	2.52	2.51	2.46	102.56	100.85	99.37
*Electrical apparatus and supplies.....	40.9	41.0	40.6	2.00	2.00	1.95	81.84	82.19	79.07
Heavy electrical machinery and equipment.....	41.7	41.5	41.0	2.25	2.25	2.19	93.90	93.22	89.63
Telecommunication equipment.....	39.8	39.8	40.0	1.76	1.75	1.74	69.87	69.77	69.75
Refrigerators, vacuum cleaners and appliances.....	40.2	40.9	39.9	2.08	2.10	2.03	83.70	85.88	80.86
Wire and cable.....	41.7	42.1	42.2	2.23	2.23	2.17	92.98	93.86	91.59
Miscellaneous electrical products.....	41.4	41.5	40.6	1.90	1.91	1.84	78.76	79.30	74.74
*Non-metallic mineral products.....	43.8	42.4	43.7	2.05	2.04	1.97	89.93	86.32	85.93
Clay products.....	42.6	42.4	42.8	1.86	1.83	1.79	79.17	77.50	76.79
Glass and glass products.....	41.2	41.0	41.4	2.07	2.05	1.98	85.22	84.33	82.11
Products of petroleum and coal.....	41.7	41.8	41.8	2.86	2.84	2.74	118.92	118.83	114.62
Chemical products.....	41.4	41.4	41.1	2.23	2.23	2.16	92.21	92.14	88.73
Medicinal and pharmaceutical preparations.....	39.7	39.4	39.6	1.74	1.74	1.69	69.16	68.77	66.81
Acids, alkalis and salts.....	41.5	41.1	40.3	2.57	2.55	2.50	106.53	104.94	100.88
Miscellaneous manufacturing industries.....	41.6	41.2	41.4	1.66	1.65	1.60	69.06	68.16	66.23
Professional and scientific equipment.....	41.3	40.8	40.5	1.96	1.94	1.95	81.15	79.21	78.86
<b>Construction</b> .....	42.0	40.1	41.3	2.22	2.25	2.13	93.36	90.36	88.04
Building and general engineering.....	41.0	40.0	40.7	2.42	2.44	2.32	99.35	97.38	94.49
Highways, bridges and streets.....	43.8	40.4	42.4	1.87	1.86	1.80	82.01	75.34	76.31
<b>Electric and motor transportation</b> .....	45.0	43.8	44.3	2.07	2.06	2.01	93.11	90.25	89.14
<b>Service</b> .....	37.1	37.1	38.1	1.21	1.20	1.14	44.75	44.58	43.56
Hotels and restaurants.....	36.3	36.5	37.6	1.17	1.16	1.10	42.43	42.53	41.50
Laundries and dry cleaning plants.....	40.7	40.6	40.8	1.14	1.14	1.08	46.24	46.07	44.08

\*Durable manufactured goods industries.



**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April*.....	41.1	2.01	82.75	198.3	146.9
May†.....	41.4	2.02	83.55	200.2	147.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
July 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
July 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
July 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
July 1962.....	22,872	17,895	40,767	224,452	113,407	337,859
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964 <sup>(1)</sup> .....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964 <sup>(1)</sup> .....	29,923	19,676	49,599	233,564	128,799	362,363

<sup>(1)</sup>Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, JUNE 1963—JUNE 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—June.....	210,727	96,469	77,847	43,687	67,482	34,041
1963—July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,578
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June <sup>(1)</sup> .....	234,674	109,636	87,592	47,201	74,485	34,649

<sup>(1)</sup>Preliminary.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING JUNE 1964<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from June 1963
<b>Agriculture, Fishing, Trapping</b> .....	<b>9,668</b>	<b>4,420</b>	<b>14,088</b>	<b>- 2,775</b>
<b>Forestry</b> .....	<b>4,257</b>	<b>37</b>	<b>4,294</b>	<b>+ 373</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,093</b>	<b>63</b>	<b>1,156</b>	<b>+ 43</b>
Metal Mining.....	558	11	569	+ 75
Fuels.....	120	31	151	- 93
Non-Metal Mining.....	225	1	226	- 3
Quarrying, Clay and Sand Pits.....	105	5	110	+ 43
Prospecting.....	85	15	100	+ 21
<b>Manufacturing</b> .....	<b>16,540</b>	<b>8,034</b>	<b>24,574</b>	<b>+ 2,959</b>
Foods and Beverages.....	2,006	1,647	3,653	- 120
Tobacco and Tobacco Products.....	20	48	68	+ 52
Rubber Products.....	132	78	210	+ 14
Leather Products.....	308	357	665	+ 32
Textile Products (except clothing).....	583	428	1,011	+ 63
Clothing (textile and fur).....	503	1,800	2,303	- 26
Wood Products.....	2,419	239	2,658	+ 470
Paper Products.....	1,339	420	1,759	+ 494
Printing, Publishing and Allied Industries.....	545	551	1,096	+ 174
Iron and Steel Products.....	3,161	411	3,572	+ 568
Transportation Equipment.....	2,478	261	2,739	+ 805
Non-Ferrous Metal Products.....	628	208	836	+ 104
Electrical Apparatus and Supplies.....	559	663	1,222	+ 71
Non-Metallic Mineral Products.....	638	109	747	+ 104
Products of Petroleum and Coal.....	52	10	62	- 13
Chemical Products.....	633	285	918	+ 120
Miscellaneous Manufacturing Industries.....	536	519	1,055	+ 255
<b>Construction</b> .....	<b>12,389</b>	<b>256</b>	<b>12,645</b>	<b>+ 765</b>
General Contractors.....	8,326	172	8,498	+ 566
Special Trade Contractors.....	4,063	84	4,147	+ 199
<b>Transportation, Storage and Communication</b> .....	<b>6,570</b>	<b>415</b>	<b>6,985</b>	<b>+ 1,209</b>
Transportation.....	5,980	216	6,196	+ 1,246
Storage.....	488	60	548	+ 176
Communication.....	102	139	241	- 213
<b>Public Utility Operation</b> .....	<b>362</b>	<b>56</b>	<b>418</b>	<b>+ 55</b>
<b>Trade</b> .....	<b>9,575</b>	<b>4,927</b>	<b>14,502</b>	<b>+ 2,383</b>
Wholesale.....	3,902	1,125	5,027	+ 517
Retail.....	5,673	3,802	9,475	+ 1,866
<b>Finance, Insurance and Real Estate</b> .....	<b>700</b>	<b>1,258</b>	<b>1,958</b>	<b>+ 190</b>
<b>Service</b> .....	<b>13,331</b>	<b>15,183</b>	<b>28,514</b>	<b>+ 2,409</b>
Community or Public Service.....	1,041	1,570	2,611	+ 583
Government Service.....	4,069	1,353	5,422	- 203
Recreation Service.....	1,030	202	1,232	- 162
Business Service.....	1,621	759	2,380	+ 631
Personal Service.....	5,570	11,299	16,869	+ 1,560
<b>GRAND TOTAL</b> .....	<b>74,485</b>	<b>34,649</b>	<b>109,134</b>	<b>+ 7,611</b>

<sup>(1)</sup>Preliminary.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT JUNE 30, 1964<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	8,909	2,442	11,351
Clerical Workers.....	22,083	50,929	73,012
Sales Workers.....	8,091	18,337	26,428
Personal & Domestic Service Workers.....	28,850	24,783	53,633
Seamen.....	1,110	31	1,141
Agriculture, Fishing, Forestry (Ex. log.).....	6,492	1,033	7,525
Skilled and Semi-Skilled Workers.....	89,797	14,046	103,843
Food and kindred products (incl. tobacco).....	796	407	1,203
Textiles, clothing, etc.....	2,080	8,624	10,684
Lumber and lumber products.....	8,682	86	8,768
Pulp, paper (incl. printing).....	1,000	377	1,377
Leather and leather products.....	714	750	1,464
Stone, clay & glass products.....	212	24	236
Metalworking.....	9,197	804	10,001
Electrical.....	2,281	734	3,015
Transportation equipment.....	291	64	355
Mining.....	933	—	933
Construction.....	19,937	3	19,940
Transportation (except seamen).....	16,785	79	16,864
Communications & public utility.....	492	1	493
Trade and service.....	4,365	1,132	5,497
Other skilled and semi-skilled.....	14,293	706	14,999
Foremen.....	1,832	236	2,068
Apprentices.....	5,947	19	5,966
Unskilled Workers.....	101,158	28,468	129,626
Food and tobacco.....	3,945	6,098	10,043
Lumber & lumber products.....	7,612	299	7,911
Metalworking.....	3,104	458	3,562
Construction.....	40,736	2	40,738
Other unskilled workers.....	45,761	21,611	67,372
GRAND TOTAL.....	266,490	140,069	406,559

<sup>(1)</sup>Preliminary.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT JUNE 30, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) June 30, 1964	Previous Year June 28, 1963		(1) June 30, 1964	Previous Year June 28, 1963
<b>Newfoundland.....</b>	<b>10,460</b>	<b>10,605</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	2,271	1,839	Sherbrooke.....	3,853	3,859
Grand Falls.....	860	827	Sorel.....	1,139	1,186
St. John's.....	7,329	7,939	Thetford Mines.....	1,627	1,408
<b>Prince Edward Island.....</b>	<b>1,434</b>	<b>1,576</b>	Trois-Rivières.....	3,185	3,513
Charlottetown.....	767	859	Val d'Or.....	1,252	1,611
Summerside.....	667	717	Valleyfield.....	1,186	1,929
<b>Nova Scotia.....</b>	<b>14,726</b>	<b>14,605</b>	Victoriaville.....	1,599	1,270
Amherst.....	735	630	Ville St. Georges.....	1,841	1,378
Bridgewater.....	618	555	<b>Ontario.....</b>	<b>130,131</b>	<b>126,481</b>
Halifax.....	4,594	4,632	Arnprior.....	217	219
Inverness.....	180	157	Barrie.....	1,029	778
Kentville.....	1,020	1,261	Belleville.....	1,523	1,385
Liverpool.....	348	359	Bracebridge.....	302	513
New Glasgow.....	1,150	1,757	Brampton.....	1,264	1,163
Springhill.....	356	512	Brantford.....	1,977	1,768
Sydney.....	3,515	2,667	Brockville.....	406	425
Sydney Mines.....	584	496	Carleton Place.....	500	264
Truro.....	808	841	Chatham.....	2,799	2,185
Yarmouth.....	818	738	Cobourg.....	932	675
<b>New Brunswick.....</b>	<b>14,139</b>	<b>12,985</b>	Collingwood.....	479	440
Bathurst.....	1,528	1,014	Cornwall.....	2,525	2,345
Campbellton.....	1,254	823	Elliot Lake.....	321	306
Edmundston.....	872	657	Fort Erie.....	361	506
Fredericton.....	1,411	1,592	Fort Frances.....	316	273
Minto.....	241	439	Fort William.....	1,096	1,629
Moncton <sup>(2)</sup> .....	3,157	2,946	Galt.....	727	751
Newcastle.....	1,256	1,135	Gananoque.....	244	168
Saint John.....	2,970	2,754	Goderich.....	310	289
St. Stephen.....	767	881	Guelph.....	1,154	980
Sussex.....	208	260	Hamilton.....	8,127	8,703
Woodstock.....	475	484	Hawkesbury.....	392	352
<b>Quebec.....</b>	<b>135,830</b>	<b>130,374</b>	Kapusasing.....	522	922
Alma.....	1,628	1,688	Kenora.....	302	367
Asbestos.....	356	337	Kingston.....	1,935	1,865
Baie Comeau.....	570	340	Kirkland Lake.....	524	621
Beauharnois.....	1,421	1,133	Kitchener.....	2,110	2,097
Buckingham.....	533	714	Leamington.....	668	929
Causapscal.....	954	1,112	Lindsay.....	560	475
Chandler.....	1,048	1,107	Listowel.....	188	174
Chicoutimi.....	1,953	2,200	London.....	3,690	3,786
Cowansville.....	367	293	Long Branch.....	3,909	3,035
Dolbeau.....	1,323	1,295	Midland.....	262	369
Drummondville.....	1,468	1,638	Napanea.....	312	278
Farnham.....	293	498	New Liskeard.....	478	267
Forestville.....	365	353	Newmarket.....	858	923
Gaspé.....	869	942	Niagara Falls.....	1,536	1,328
Granby.....	1,530	1,649	North Bay.....	1,135	1,102
Hull.....	2,434	2,236	Oakville.....	502	512
Joliette.....	6,920	4,039	Orillia.....	590	775
Jonquière.....	2,783	2,546	Oshawa.....	4,563	4,500
Lachute.....	432	518	Ottawa.....	4,820	5,925
Lac Mégantic.....	540	561	Owen Sound.....	1,037	968
La Malbaie.....	840	744	Parry Sound.....	206	245
La Tuque.....	554	719	Pembroke.....	732	859
Lévis.....	2,603	1,699	Perth.....	350	458
Louiseville.....	483	573	Peterborough.....	2,238	2,114
Magog.....	435	444	Picton.....	187	141
Maniwaki.....	449	449	Port Arthur.....	2,006	1,989
Matane.....	775	1,098	Port Colborne.....	516	650
Mont-Laurier.....	617	453	Prescott.....	554	465
Montmagny.....	913	810	Renfrew.....	278	339
Montréal.....	53,590	52,212	St. Catharines.....	3,903	2,767
New Richmond.....	874	710	St. Thomas.....	792	747
Port Alfred.....	556	845	Sarnia.....	2,709	1,873
Québec.....	10,382	9,730	Sault Ste. Marie.....	2,019	1,990
Rimouski.....	1,691	1,694	Simcoe.....	855	1,113
Rivière-du-Loup.....	2,166	1,595	Smiths Falls.....	370	382
Roberval.....	1,386	1,327	Stratford.....	561	415
Rouyn.....	2,273	2,528	Sturgeon Falls.....	372	549
Ste-Agathe-des-Monts.....	366	329	Sudbury.....	3,423	4,095
Ste-Anne-de-Bellevue.....	808	712	Tillsonburg.....	497	548
Ste-Thérèse.....	1,645	1,522	Timmins.....	1,356	1,365
St-Hyacinthe.....	1,171	1,295	Toronto.....	33,739	32,350
St-Jean.....	2,376	2,231	Trenton.....	822	893
St-Jérôme.....	1,247	1,374	Walkerton.....	426	389
Sept-Iles.....	1,240	1,198	Wallaceburg.....	265	265
Shawinigan.....	2,921	2,730	Welland.....	2,317	2,054
			Weston.....	3,308	3,224
			Windsor.....	7,458	6,290
			Woodstock.....	570	572

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT JUNE 30, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) June 30, 1964	Previous Year June 28, 1963		(1) June 30, 1964	Previous Year June 28, 1963
<b>Manitoba</b> .....	<b>18,950</b>	<b>16,701</b>	<b>British Columbia</b> .....	<b>47,744</b>	<b>42,359</b>
Brandon.....	1,190	1,150	Chilliwack.....	1,666	960
Dauphin.....	627	717	Courtenay.....	517	522
Flin Flon.....	176	196	Cranbrook.....	617	517
Portage la Prairie.....	515	445	Dawson Creek.....	909	1,067
The Pas.....	302	251	Duncan.....	538	530
Winnipeg.....	16,140	13,942	Kamloops.....	1,756	876
<b>Saskatchewan</b> .....	<b>9,598</b>	<b>9,682</b>	Kelowna.....	1,129	728
Estevan.....	123	173	Mission City.....	717	840
Lloydminster.....	135	195	Nanaimo.....	727	738
Moose Jaw.....	935	833	Nelson.....	633	553
North Battleford.....	571	501	New Westminster.....	6,120	5,914
Prince Albert.....	1,111	1,240	Penticton.....	1,029	728
Regina.....	2,455	2,725	Port Alberni.....	1,139	584
Saskatoon.....	2,982	2,552	Prince George.....	1,881	1,280
Swift Current.....	284	337	Prince Rupert.....	1,143	800
Weyburn.....	201	158	Quesnel.....	735	559
Yorkton.....	801	968	Trail.....	727	690
<b>Alberta</b> .....	<b>23,547</b>	<b>23,804</b>	Vancouver.....	21,573	20,062
Blairmore.....	396	345	Vernon.....	995	751
Calgary.....	7,166	8,254	Victoria.....	2,749	2,883
Drumheller.....	218	292	Whitehorse.....	444	296
Edmonton.....	11,506	10,819	<b>CANADA</b> .....	<b>406,559</b>	<b>389,172</b>
Edson.....	255	195			
Grande Prairie.....	856	930			
Lethbridge.....	1,327	1,215	Males.....	266,490	261,541
Medicine Hat.....	856	868			
Red Deer.....	967	886	Females.....	140,069	127,631

(1) Preliminary subject to revision.

(2) Includes 154 registrations reported by the Magdalen Islands local office.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—April.....	4,272,000	3,774,300	497,700
March.....	4,349,000	3,751,700	597,300
February.....	4,340,000	3,732,900	607,100
January.....	4,337,000	3,738,400	598,600
1963—December.....	4,331,000	3,798,700	532,300
November.....	4,191,000	3,887,600	303,400
October.....	4,120,000	3,901,100	218,900
September.....	4,114,000	3,927,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
MAY 29, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	April 30 1964	May 31 1963
CANADA.....	250,054	83,474	80,434	61,330	24,816	497,745	270,892
Male.....	171,311	58,821	57,880	40,775	13,835	380,643	185,998
Female.....	78,743	24,653	22,554	20,555	10,981	117,102	84,894
Newfoundland.....	8,568	2,054	2,930	2,827	757	27,229	8,518
Male.....	7,289	1,735	2,627	2,403	524	25,120	7,611
Female.....	1,279	319	303	424	233	2,109	907
Prince Edward Island.....	916	201	280	301	134	4,624	1,101
Male.....	639	131	216	205	87	3,863	740
Female.....	277	70	64	96	47	761	361
Nova Scotia.....	13,660	3,677	4,475	4,117	1,391	32,109	14,277
Male.....	10,600	2,958	3,503	3,212	927	27,105	11,157
Female.....	3,060	719	972	905	464	5,004	3,120
New Brunswick.....	11,790	2,869	4,560	3,192	1,169	32,197	13,558
Male.....	9,247	2,270	3,909	2,422	646	27,073	10,640
Female.....	2,543	599	651	770	523	5,124	2,918
Quebec.....	80,794	28,579	26,531	18,354	7,330	158,861	86,284
Male.....	58,640	21,129	29,065	13,302	4,144	126,956	62,054
Female.....	22,154	7,450	6,466	5,052	3,186	31,905	24,230
Ontario.....	70,727	24,630	20,973	17,410	7,714	129,831	81,248
Male.....	41,287	14,632	12,661	9,838	4,156	87,131	50,045
Female.....	29,440	9,998	8,312	7,572	3,558	42,700	31,203
Manitoba.....	11,434	2,840	3,975	3,371	1,248	23,533	12,820
Male.....	7,650	1,924	2,791	2,187	748	18,226	8,546
Female.....	3,784	916	1,184	1,184	500	5,307	4,274
Saskatchewan.....	5,468	1,311	1,589	1,605	963	14,178	6,138
Male.....	3,522	962	1,157	1,100	303	10,884	3,835
Female.....	1,946	349	432	505	660	3,294	2,303
Alberta.....	17,197	5,466	5,803	4,472	1,456	29,502	17,231
Male.....	12,797	4,210	4,708	3,038	841	23,428	12,037
Female.....	4,400	1,256	1,095	1,434	615	6,074	5,194
British Columbia.....	29,500	11,847	9,318	5,681	2,654	45,681	29,717
Male.....	19,640	8,870	6,243	3,068	1,459	30,857	19,333
Female.....	9,860	2,977	3,078	2,613	1,195	14,824	10,384

\* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
MAY 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,106	2,702	404	4,006	3,171	835	1,008
Prince Edward Island.....	438	352	86	516	435	81	109
Nova Scotia.....	4,846	3,272	1,574	5,363	4,395	968	1,218
New Brunswick.....	4,251	3,413	838	4,880	4,134	746	1,263
Quebec.....	37,421	24,709	12,712	40,672	31,674	8,998	11,892
Ontario.....	30,379	20,767	9,612	32,884	24,119	8,765	9,667
Manitoba.....	3,826	2,982	844	4,219	3,234	985	979
Saskatchewan.....	1,802	1,460	342	2,336	1,747	589	390
Alberta.....	5,543	4,193	1,350	7,318	5,404	1,914	1,556
British Columbia (incl. Yukon Territory).....	13,570	9,399	4,171	13,884	10,145	3,739	4,649
Total, Canada, May 1964.....	105,182	73,249	31,933	116,078	88,458	27,620	32,731
Total, Canada, April 1964.....	175,430	127,282	48,148	197,150	164,891	32,259	43,627
Total, Canada, May 1963.....	122,911	85,696	37,215	137,289	106,845	30,444	31,589

\* In addition, revised claims received numbered 33,086.

† In addition, 34,197 revised claims were disposed of. Of these, 3,039 were special requests not granted and 2,018 appeals by claimants. There were 7,376 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MAY 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	79,240	1,994,406
Prince Edward Island.....	11,260	244,859
Nova Scotia.....	76,205	1,672,432
New Brunswick.....	81,574	1,891,493
Quebec.....	440,973	10,870,868
Ontario.....	348,843	8,423,407
Manitoba.....	66,296	1,601,977
Saskatchewan.....	35,326	848,430
Alberta.....	79,159	2,021,084
British Columbia (including Yukon Territory).....	142,275	3,548,318
Total, Canada, May 1964.....	1,361,151	33,117,274
Total, Canada, April 1964.....	2,132,051	52,582,772
Total, Canada, May 1963.....	1,705,628	41,146,612

\* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

Table E-5—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD 1 JULY 1941 TO 31 MARCH 1964

Source: Unemployment Insurance Commission

FISCAL YEAR ENDED MARCH 31	REVENUE					EXPENDITURE			BALANCE
	CONTRIBUTIONS (Gross less refunds)		Penalties	Interest on Investments	Profit or loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE		BALANCE IN FUND
	Employer & Employee	Government					Ordinary	Seasonal	
To 1956	\$ 1,589,893,590.12	\$ 313,982,080.41	\$ 250,317.92	\$ 195,986,733.10	\$ P. 1,109,057.58	\$ .....	\$ 1,137,191,123.43	\$ (2)89,802,137.11	\$ 854,198,518.50
1957	188,001,489.34	37,587,449.77	43,826.63	27,063,498.80	L. 1,024,412.77	.....	251,671,850.77	30,099,525.67	874,574,651.06
1958	192,395,408.61	38,484,149.23	46,685.92	27,957,894.99	L. 4,182,335.04	.....	294,701,893.71	57,108,521.02	744,200,124.87
1959	185,487,041.58	37,097,440.31	47,735.63	21,725,096.30	L. 10,115,171.51	.....	234,242,110.31	116,475,316.00	499,811,157.81
1960	228,615,701.68	45,723,140.33	51,775.86	16,854,896.16	L. 8,413,691.50	.....	281,315,142.82	94,294,214.92	365,892,232.95
1961	275,272,961.38	55,054,592.27	62,793.32	9,979,811.57	L. 7,208,567.88	1,516,639.71	332,698,344.06	107,177,948.44	184,684,552.66
1962	277,788,764.47	55,557,752.89	90,050.21	6,799,614.50	L. 6,222,423.70	4,032,246.60	336,632,635.52	102,411,212.08	66,398,051.79
1963	286,430,081.73	57,286,016.34	103,483.30	2,466,366.38	.....	2,961,119.85	346,285,947.75	85,071,797.00	9,692,828.35
TOTAL	3,203,855,038.91	640,772,589.55	696,668.79	308,833,871.80	L. 30,517,544.82	4,881,006.16	3,426,596,117.48	682,470,672.24	9,692,828.35
April	20,421,120.80	4,095,817.08	8,122.25	7,371.57	.....	17,448.63	38,550,579.85	19,092,520.11	DR23,375,288.54
May	22,843,281.96	4,574,760.37	10,449.26	.....	.....	88,301.36	27,340,190.23	14,111,019.38	DR37,181,721.58
June	23,732,647.95	4,739,761.50	7,345.68	.....	.....	88,273.96	28,391,481.17	313,874.00	DR24,771,135.85
July	26,539,760.51	5,305,988.70	7,966.03	.....	.....	41,986.29	31,811,728.95	40,786.00	DR 8,471,600.50
August	24,632,727.03	4,928,629.76	7,557.92	12,474.31	.....	1,887.00	29,579,502.02	13,250.00	7,100,864.83
September	24,707,772.68	4,938,273.73	8,561.70	63,592.46	.....	.....	29,718,170.57	6,870.00	24,291,408.68
October	25,685,912.97	5,139,272.24	10,217.33	127,684.92	.....	.....	30,963,087.46	4,670.00	41,265,044.22
November	25,121,029.71	5,026,037.89	9,806.67	179,743.14	.....	.....	30,386,617.41	2,527.00	56,134,336.10
December	26,272,508.07	5,252,806.67	10,718.39	214,585.62	.....	.....	31,750,618.75	29,360,515.60	58,524,439.25
January	25,453,896.10	5,092,385.31	8,778.16	227,351.03	.....	.....	30,782,410.60	46,411,645.40	42,895,204.45
February	23,970,052.92	4,793,186.10	10,389.04	150,068.50	.....	.....	28,923,696.56	10,558,219.40	21,691,479.99
March	27,205,018.00	5,430,256.39	10,079.06	78,929.80	.....	.....	32,724,283.25	15,850,976.43	874,880.11
Sub-Total	(1)296,585,728.70	59,317,145.74	109,991.49	1,061,801.35	.....	237,807.24	356,836,770.04	78,141,939.85	874,880.11
TOTAL	3,500,440,767.61	700,089,735.29	806,680.28	309,895,673.15	L. 30,517,544.82	5,118,903.40	4,475,596,388.11	760,612,612.09	874,880.11

(1) STAMPS \$103,772,363.40 METERS \$16,248,621.67 BULK \$176,564,743.63 TOTAL \$296,585,728.70

(2) SUPPLEMENTARY BENEFITS TO 31 DECEMBER 1955.



## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949-100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1964**

(1949-100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	June 1963	May 1964	June 1964							
St. John's, Nfld.(1)	120.0	121.0	121.0	116.9	116.0	114.2	121.2	164.4	148.7	108.8
Halifax.....	132.0	131.8	132.2	128.2	133.4	129.0	135.7	167.5	169.4	124.6
Saint John.....	134.1	134.4	134.8	133.4	133.1	126.7	140.8	187.0	154.0	124.5
Montreal.....	132.8	134.3	135.2	139.2	135.5	110.9	159.0	174.9	150.5	123.7
Ottawa.....	133.8	135.5	135.9	134.0	137.1	123.7	157.2	170.6	147.9	125.3
Toronto.....	134.6	136.4	137.1	131.4	140.7	125.0	140.7	165.0	187.7	123.2
Winnipeg.....	130.1	132.1	132.4	131.8	128.8	125.2	135.7	182.4	142.3	127.2
Saskatoon-Regina..	128.4	129.3	129.8	129.9	128.0	131.4	134.4	147.8	146.8	119.9
Edmonton-Calgary	127.6	127.8	128.1	124.5	126.8	128.1	129.1	169.9	145.1	119.7
Vancouver.....	131.8	132.7	132.7	130.7	135.3	122.0	139.8	155.3	151.2	121.7

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540, June issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963 June.....	43	65	7,442	78,420	0.07
July.....	32	66	17,647	181,910	0.15
August.....	31	58	11,882	75,130	0.07
September.....	31	64	9,643	87,760	0.08
October.....	51	83	26,625	143,980	0.12
November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964 January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, JUNE 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture.....	1	380	3,090
Forestry.....	1	12	130
Mines.....	1	28	390
Manufacturing.....	35	8,806	149,290
Construction.....	16	2,344	16,610
Transpn. & utilities.....	5	2,427	9,260
Trade.....	7	1,151	16,910
Finance.....	.....	.....	.....
Service.....	.....	.....	.....
Public administration.....	.....	.....	.....
All industries.....	66	15,148	195,680

**TABLE G-3—STRIKES AND LOCKOUTS, JUNE 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	.....	.....	.....
Prince Edward Island..	.....	.....	.....
Nova Scotia.....	1	80	160
New Brunswick.....	2	340	5,100
Quebec.....	14	4,276	54,600
Ontario.....	36	4,348	31,900
Manitoba.....	2	54	1,190
Saskatchewan.....	.....	.....	.....
Alberta.....	1	38	940
British Columbia.....	7	3,652	92,610
Federal.....	3	2,360	9,180
All jurisdictions.....	66	15,148	195,680



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JUNE 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Oct.	Accu- mulated	Termi- nation Date	
<b>AGRICULTURE</b> Holland River Gardens, Federal Farms and United Farms, Bradford, Ont.	Teamsters Loc. 419 (Ind.)	380	3,090	3,090	June 21 .....	Wages, hours, welfare, vaca- tions, statutory holidays~
<b>MANUFACTURING</b> <i>Food and Beverages</i> Slack Brothers, Waterloo, Que.	CNTU-chartered local	100	900	900	June 12 June 22	Wages, hours, working condi- tions in a first agreement; dismissal of 2 workers~ Return of workers when dis- missed workers re-instated, all employees to receive vacations.
<i>Textiles</i> Dominion Textiles, Magog, Que.	Textile Federation (CNTU)	700	250	250	June 4 June 5	Working conditions clause in new agreement~Return of workers.
Monsanto Canada Oakville, Ont.	Rubber Workers Loc. 292 (AFL-CIO/CLC)	102	150	150	June 25 June 29	Dismissal of one worker~ Return of workers.
<i>Clothing</i> Fashion Craft, Victoriaville, Que.	Clothing Workers' Federation (CNTU)	149	2,320	13,170	Mar. 30 .....	Lay-off of one employee~
<i>Wood</i> MacMillan, Bloedel & Powell River, Port Alberni, B.C.	Office Employees Loc. 15 (AFL-CIO/CLC)	3,570	91,320	103,440	May 19 .....	Union certification, wages, fringe benefits~
<i>Paper</i> Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,400	4,400	June 1 .....	Wages~
<i>Printing and Publishing</i> La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	22,800	22,800	June 3 .....	Automation, hours, sick leave, vacations, apprentice rates~
<i>Transportation Equipment</i> Canadian Vickers, Montreal, Que.	Boilermakers Loc. 271 (AFL-CIO/CLC)	409	2,860	2,860	June 19 June 30	Delay in signing new agree- ment~Return of workers pending signing of agreement.
Port Arthur Shipbuilding, Current River, Ont.	Various unions (AFL-CIO/CLC)	143	290	290	June 29 .....	Wages, fringe benefits~
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	400 (2,500)	200	200	June 30 June 30	Request to close plant due to excessive temperature~Ret- urn of workers.
<i>Electrical Products</i> Wagner-Leland (Division of Sangamo Co. Ltd.), Guelph, Ont.	I.U.E. Loc. 508 (AFL-CIO/CLC)	331	6,710	9,670	May 16 .....	Wages~
Enterprise Foundry, Sackville, N.B.	Moulders Loc. 140 (AFL-CIO/CLC)	250	4,650	4,650	June 3 June 30	Transfer of two workers to another department~Return of most workers.
Amalgamated Electric, Markham, Ont.	U.E. Loc. 542 (Ind.)	140	980	980	June 22 .....	Wages~
<i>Non-Metallic Mineral Products</i> Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 523 (Ind.)	150	40	40	June 25 June 25	Wages, working conditions~ Return of workers negotia- tions to continue.
<i>Miscellaneous Manufacturing</i> Arborite Company, Ville La Salle, Que.	Pulp and Paper Mill Workers (AFL-CIO/CLC)	274	1,640	1,640	May 29 June 9	Wages~10¢ an hr. increase retroactive to Feb. 1, 1964, 5¢ Feb. 1, 1965, with three additional 5¢ increases each 6 months to a total of 30¢ fo duration of contract.

**TABLE G-3—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JUNE 1964**

(Preliminary)

Industry — Employer  Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accu- mulated		
CONSTRUCTION Hamilton Construction Assoc., Hamilton, Ont.	Various unions	475	4,750	4,750	June 1 June 15	Wages, hours, travelling time for out of town work~Increases totalling 53¢ over three years for those in class "A" schedule, 55¢ for those in "B" schedule; improved hours and travelling time for both groups.
Various electrical contractors, Niagara Peninsula, Ont.	I.B.E.W. Loc. 303 (AFL-CIO/CLC)	200	4,000	4,000	June 3 .....	Wages, fringe benefits~
Various plumbing contractors, Hamilton Ont.	Plumbers Loc. 67 (AFL-CIO/CLC)	428	1,280	1,280	June 3 June 8	Wages, travelling time~10¢ an hr. increase on signing of agreement, 10¢ welfare Feb. 1, 1965. 5¢ increase May 1, 1965, 5¢ Oct. 1, 1965; workers to receive 13¢ a mile outside an agreed zone.
Nine painting contractors, Hamilton, Ont.	Painters Loc. 205 (AFL-CIO/CLC)	172	2,240	2,240	June 10 June 29	Wages~15¢ an hr. immediately plus 5¢ to be deposited in Trust Fund, 15¢ plus 5¢ May 1, 1965, 15¢ plus 5¢ May 1, 1966; rates set for travel zones.
Various sheet metal contractors, Hamilton and Stoney Creek, Ont.	Sheet Metal Workers Loc. 537 (AFL-CIO/CLC)	258	2,580	2,580	June 17 .....	Wages~
Floor finishing firms of the Windsor Builders' and Contractors' Exchange, Windsor, Ont.	Plasterers Loc. 345 (AFL-CIO/CLC)	191	380	380	June 19 June 23	Wages, hours, overtime~10¢ an hr. increase retroactive to Jan. 1, 1964, 5¢ July 1, 1964, 10¢ Jan. 1, 1965 and 5¢ July 1, 1965; 8 hr. day, time and one half for overtime.
Ellis-Don Ltd., London, Ont.	Building trades unions (London Council AFL-CIO)	400	200	200	June 26 June 29	Use of non-union labour on building of architect who is involved in this project~Return of workers.
TRANSPN. & UTILITIES Transportation Nfld. Employers' Assoc., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	393	3,370	14,040	Apr. 24 June 13	Mechanization, number of workers in gangs, sling loads, moving workers from one job to another~Return to work pending enquiry and further negotiations.
Asbestos Eastern Transport, Various locations, Que, and Toronto, Ont.	Teamsters Loc. 106 (Ind.)	167	1,950	1,950	June 15 .....	Differing clauses in provincial contracts~
Shipping Federation of Canada, Montreal, Que.	I.L.A. Loc. 375 (AFL-CIO/CLC)	1,800	3,860	3,860	June 15 June 18	Alleged arbitrary changes in welfare benefits and pension plan~Return of workers further negotiations.
TRADE Edouard Roy & Fils, Montreal, Que.	CNTU-chartered local	111 (30)	2,440	3,280	May 20 .....	Union recognition~
Dupuis Freres, Montreal, Que.	Commerce and Office Employees (CNTU)	950	13,330	13,300	June 15 .....	Wages~

Figures in parentheses indicate the number of workers indirectly affected.





CANADA

THE

# ABOUT AZETTE



The Women's Bureau, 10th Anniversary (p. 772)

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(Continued on page three of cover)



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister

George V. Haythorne, Deputy Minister

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### Two of Department's Officers Die in One Week

Two prominent longtime officials of the Department of Labour died during the same week in August. G. R. Carroll, Chief of the Fair Employment Practices Division, Industrial Relations Branch, died on August 4 and Dr. P. H. Casselman, Chief of the Manpower Resources Division, Economics and Research Branch, on August 10. Mr. Carroll had served the Department 19 years; Dr. Casselman, 21 years.

#### Gerard R. Carroll

Gerard R. Carroll, who headed the Fair Employment Practices Division of the Industrial Relations Branch of the Department of Labour, died suddenly on August 4. He was 48 years of age.

A son of Hon. W. F. Carroll,\* a former justice of the Supreme Court of Nova Scotia, Gerard Carroll was born in Halifax, and was a graduate of St. Mary's University in Halifax and of the Catholic University in Washington. He served during the Second World War with the Royal Canadian Navy, mainly on the North Atlantic.

On his discharge from the Navy in 1945, with the rank of lieutenant commander, Mr. Carroll was appointed to the Industrial Relations Branch of the Department. He served first as a research officer with the Labour-Management Co-operation Service, and while in that position he produced several studies of joint consultation in Canadian industry. He became chief of the Fair Employment Practices Division in 1953.

In 1952 he was named to attend the National Defence College, Kingston, where he did a year's intensive study of the economy of Canada and the industrial war potential of Canada.

Mr. Carroll had been Canadian Government representative to the President's Committee on Rehabilitation, Washington, and Canadian Government delegate on two occasions to the International Labour Conference in Geneva.

The deceased was also a lecturer in political science at St. Patrick's College, Ottawa.

\* Hon. William F. Carroll died in Halifax on August 25 at the age of 89. Mr. Justice Carroll served on the Nova Scotia Supreme Court for 26 years and served three separate terms as a Member of Parliament. In the 1940's he was chairman of a royal commission on the coal industry in Canada, and served as a federal government representative in the formation of wartime labour-management production committees for Nova Scotia and New Brunswick.

#### Dr. P. H. Casselman

Dr. Paul Hubert Casselman, Chief of the Manpower Resources Division of the Economics and Research Branch of the Department of Labour since 1962, died on August 10 after a short illness at the age of 50 years.

Born in Ottawa, he obtained a Master of Arts degree from the University of Ottawa in 1940. He was at one time a lecturer in economics and sociology at that university. He also held the degrees of D.Sc. Com. from Temple Bar College, Seattle; D.Sc. Soc. from the University of Ottawa and a doctorate in political science from McKinley Roosevelt University.

Dr. Casselman began his career in government service in 1939 in the Department of Agriculture. From 1940 to 1943, he was employed in the Department of Munitions and Supply, and he came to the Economics and Research Branch (then known as the Research and Statistics Branch) of the Department of Labour in 1943.

As an offshoot to his work in the Department, Dr. Casselman served on two technical assistance missions of the International Labour Organization. The first of these missions was a project in manpower planning for economic development in the Lower Mekong Basin in Southeast Asia in 1960, and the second was a manpower survey in Cameroun in 1962. He also was a Government delegate to sessions of several ILO industrial committees.

Dr. Casselman was the author of a number of books, including: *The Co-operative Movement and Some of Its Problems*, and *The Economics of Employment and Unemployment*. He also compiled a *Labour Dictionary*, which is said to be the only existing work of its kind in the English language.

### Headed Former Employment Service of Canada, R. A. Rigg Dead at 92

Richard Arthur Rigg, former labour leader and later a senior official of the Department of Labour, died in Vancouver on August 1 at the age of 92 years.

Mr. Rigg began to work in a Lancashire cotton mill at the age of 10. Later, he became a member of the Lancashire Weavers' Association. After coming to Canada in 1903, he took an active part in the labour movement in this country. In 1916, he was elected a vice-president of



the Trades and Labour Congress of Canada and served in this office for five years. He was for some years secretary of the Winnipeg Trades and Labour Council.

In 1915, while on the Winnipeg City Council, he was elected to the Manitoba Legislature as member for North Winnipeg. Mr. Rigg saw active service with the Canadian Army in France in 1917 and 1918.

In 1919, he was appointed Western Superintendent of the Employment Service Branch of the Department of Labour, and in 1922 he became Director of the Employment Service of Canada. He retired from that post in 1941.

## CLC Appoints Carl Goldenberg To Umpire Jurisdictional Disputes

H. Carl Goldenberg, OBE, QC, has been named by the Canadian Labour Congress as its permanent impartial umpire of jurisdictional disputes. He is one of Canada's most experienced conciliators and arbitrators.

New machinery established by the Canadian Labour Congress at its Fifth Constitutional Convention (L.G., June, p. 465) provides for arbitration of inter-union jurisdictional disputes that cannot be resolved by a mediator or mediators drawn from within the Canadian trade union movement. If voluntary settlement of such disputes cannot be achieved within 14 days after the appointment of a mediator, the case must be referred to the impartial umpire.

Mr. Goldenberg's recent experience in conciliation and arbitration includes the settlement of the union-management conflict in Toronto's construction industry and the long strike against the Royal York Hotel. He was appointed to arbitrate a dispute between the Ontario Hydro Electric Commission and its employees. While he was sitting on two different commissions, in Saint John, N.B., and Montreal, the Trinidad and Jamaica Governments named him chairman of a board of inquiry into labour unrest in the sugar industry.

Besides settling the 1956 strike on the Great Lakes, Mr. Goldenberg also brought an end to the 1943 strike of the Montreal Tramways, averted the threatened strike of the Canadian National Railways Newfoundland Steamship Service in 1957 and settled the Vancouver construction industry strike in 1959.

In 1955, the year before the merger of the Canadian Congress of Labour and the Trades and Labour Congress of Canada, the unity committee set up by these two groups to discuss the foundation of the present Canadian Labour Congress named

Mr. Goldenberg arbitrator under a no-raid agreement between the two bodies.

He has served on more royal and special commissions and settled more labour disputes than any other Canadian. For a time in 1962, he was serving on three Royal Commissions, in Quebec, Ontario and New Brunswick.

Mr. Goldenberg was, during the closing years of the Second World War, Chairman of the Industrial Production Co-operation Board, forerunner of the Labour-Management Co-operation Service of the Department of Labour.

## Union Membership in Canada in 1964 Up 44,000 from Previous Year

At the beginning of 1964, labour organizations active in Canada reported a total membership of approximately 1,493,000. This represented 29.4 per cent of the non-agricultural paid workers.

The 1964 membership is higher by 44,000 than the previous year's figure. Of this increase, about 37,000 was a net membership gain; the balance of the increase resulted from improved survey coverage.

Complete results of the Department of Labour annual survey of labour unions are available in the publication *Labour Organizations in Canada, 1964*.

Of the organized workers, 1,106,000, or 74 per cent, were represented by unions affiliated with the Canadian Labour Congress. A large proportion of these unions are affiliated also with the American Federation of Labor and Congress of Industrial Organizations in the United States. CLC membership increased by 26,100 over 1963.

Another 121,500 organized workers, or more than 8 per cent of the total, were represented by unions belonging to the Confederation of National Trade Unions. This was an increase of 11,000 members over 1963's total.

The rest of the organized workers in this country were represented either by unions not affiliated with any central labour body, or by unions not affiliated with a central body in Canada but with the AFL-CIO in the United States.

More than a million of the 1,493,000 members were in international unions. In January 1964, there were 111 international unions active in Canada. Of these, 88 were affiliated with the CLC as well as with the AFL-CIO, nine were affiliated only with the AFL-CIO and three only with the CLC. The remaining 11 international unions had no affiliation.

There were 363,500 Canadian workers belonging to 52 national unions.

## Construction Management and Labour Join in Brief on Jobless Insurance

Labour and management in the construction industry joined last month in a brief to the Minister of Labour on the Unemployment Insurance Act. The submission was prepared by the Association of International Representatives of the Building and Construction Trades and the Canadian Construction Association.

They recommended that the Government's contribution to the Unemployment Insurance Fund be increased to support seasonal benefits to all workers in seasonal industries, that allowable earnings under the Act be placed on a daily basis so that they cease to be a deterrent to work, and that protective amendments be made to the Act to prevent misuse of the Fund.

The Associations asked also that steps be taken to ensure the complete freedom of operation of the National Employment Service when it is transferred to the Department of Labour, and to avoid expensive duplication of facilities.

## U.S. Economist Says Few Retraining Programs Likely to Be Successful

An American economist engaged in a study of the effects of automation says that only a minority of current retraining programs appear likely to be successful.

The economist, Joseph Froomkin of Columbia University's Bureau of Applied Social Research, reports on his survey in *The Columbia University Forum*.

Lack of analytical information about current job opportunities leads some programs to give training for non-existent openings, Mr. Froomkin found.

Promising programs, he said, are those that prepare workers as aides in the medical field, those that offer training for various repair services such as television receiver technician, and those in the metal trades.

## Number of Welfare Recipients Increases in Second Quarter

The numbers of persons in Canada receiving old age assistance, blind persons' allowances and disabled persons' allowances all increased in the second quarter of 1964, the Department of National Health and Welfare reported last month.

**Old Age Assistance**—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 105,241 at March 31 to 105,972 at June 30.

The federal Government's contributions under the federal-provincial scheme totalled \$11,236,277.50 for the quarter, compared

with \$10,578,089.93 in the preceding quarter.

At June 30, the average monthly assistance in the provinces and excluding the territories ranged from \$67.54 to \$72.71. At that date all provinces and the Yukon Territory had adjusted their payments to the maximum rate of \$75 a month.

**Blind Persons Allowances**—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,581 at March 31 to 8,589 at June 30.

The federal Government's contributions under the federal-provincial scheme totalled \$1,403,379.87 for the quarter, compared with \$1,335,526.18 in the preceding quarter.

At June 30, the average monthly allowance in the provinces and excluding the territories ranged from \$67.74 to \$73.90. At that date all provinces and the Yukon Territory had adjusted their payments to the maximum rate of \$75 a month.

**Disabled Persons Allowances**—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 51,671 at March 31 to 52,158 at June 30.

The federal Government's contributions under the federal-provincial scheme totalled \$5,794,845.83 for the quarter, compared with \$5,408,186.26 in the preceding quarter.

At June 30, the average monthly allowance in the provinces and excluding the territories ranged from \$73.33 to \$74.50. At that date all provinces and the Yukon Territory had adjusted their payments to the maximum rate of \$75 a month.

## SIU Official Announces Formation Of New Union for Marine Engineers

Formation of a union for licensed engineers in shipping on the Great Lakes and eastern seaboard was announced last month by Gilbert Gauthier, vice-president in charge of the licensed division of the Seafarers' International Union of Canada.

Mr. Gauthier said the new union will be separate from the SIU and will consist of engineers and others who had previously belonged to the SIU's licensed division.

The new union, to be called the Canadian Marine Officers' Union, will have 800 members at the beginning. Its formation follows a recommendation by the three-man board of marine trustees that deck officers and engineers be separated from seamen through the establishment of separate unions.



## Find Union Shop Most Popular Form of Union Security in U.S.

The union shop remains the most popular form of union security, according to a study of 400 representative contracts conducted by the Bureau of National Affairs, Washington.

The union shop appears in 53 per cent of the contracts, both manufacturing and non-manufacturing.

As in a previous study in 1960, between three quarters and four fifths of the contracts were found to call for one or more of the principal forms of union security—union shop, modified union shop, maintenance of membership, and agency shop (Rand Formula). Excluding those located in right-to-work states, the proportion rises to more than nine out of ten.

## In Parliament Last Month

*(page numbers refer to Hansard)*

During August, no legislation of special interest to labour was passed. Statements concerning matters of importance to labour were, however, made in the House of Commons by certain ministers.

On August 4, the Minister of Labour made a detailed statement on the winter house building incentive program, the older worker employment program, automation and regional development (p. 6384).

On August 10, the Minister of Health and Welfare tabled a white paper on the Canada Pension Plan (p. 6579), the text of which was published in Hansard as an appendix (p. 6635).

On August 12, the Minister of Labour tabled correspondence between himself and Mr. Justice Dryer, chairman of the Board of Trustees of the Maritime Transportation Unions, on the subject of the appearance of the trustees before a parliamentary committee (p. 6709). The correspondence was reproduced as an appendix (p. 6750).

The chairman, in a letter to the Minister, said that the trustees would appear before such a committee, if it were the wish of Parliament, and as long as they were not called upon to answer questions "the answers to which should be protected." The Minister had himself previously supported requests made in the House that the trustees should appear (p. 6160).

On August 17, the Minister of Labour said that the reinstatement of an officer of the Seafarers' International Union of Canada who had shortly before been dismissed by the executive board of the union had been ordered by the maritime union trustees

## More Immigrants in First Half Than in Same Period in 1963

Immigrants to Canada numbered 51,323 in the first half of 1964, up from 41,444 in the same period last year, the Department of Citizenship and Immigration reported last month. Of the total, 17,546 arrived in the first quarter of the year, 33,777 in the second quarter.

Of the 51,323 immigrants, 26,129 were destined for the labour force, compared with 21,360 in the same period in 1963. Of these, 8,764 were in the manufacturing, mechanical and construction category, and 4,676 were in the professional and technical class.

Immigration from the United States totalled 4,881, compared with 4,365 in the first half of 1963.

pending investigation of the circumstances of his dismissal (p. 6911). The Minister said that the trustees would take appropriate action concerning the moving of other members of the union who proposed to run for office in opposition to the existing officers of the union, "where such movements may limit the effectiveness of any campaigning for office."

Regarding the failure of Harold Banks, former president of the SIU of Canada, to appear in a Quebec court to answer a charge, the Minister of Justice said that the RCMP had offered all co-operation with the provincial police in finding Mr. Banks, for whom a bench warrant had been issued (p. 7015). The Minister denied that there had been anything "unusual in the dealings of the Department of Justice and other departments in relation to Mr. Banks".

On August 20, the Minister of Justice said that the United States Federal Bureau of Investigation had been asked for information concerning the whereabouts of Mr. Banks (p. 7062).

All the provinces except Quebec have decided to participate in the student loan plan under the Canada Student Loans Act, the Minister of Finance announced on August 27, in making a progress report to the House on arrangements under the Act (p. 7317). Quebec intended to continue to rely on its own plan of student loans, bursaries and scholarships, he said.

The Minister gave the name of the authority designated by each province under the Act through which loans could be arranged.

# The Women's Bureau, Tenth Anniversary

*Prompted by urgings from women's organizations, Government decided to set up in September 1954 an agency in Department of Labour to study the particular problems of women workers*

The Women's Bureau of the Department of Labour is celebrating its tenth anniversary this month. It was established in 1954 in response to the urging of women themselves through their organizations and in recognition of the increasingly important role Canada's women had assumed in the economic life of the nation.

Hon. Milton F. Gregg, then Minister of Labour, announced in the Commons on May 14, 1953 the Government's decision to set up a special branch of the Department of Labour to deal with women workers. He outlined some of the factors that led to the decision.

"The women's organizations, speaking for large numbers of women, have been urging upon the government for some time that there are special problems facing women workers which should be given special attention. They say that adequate information is not always available in Canada pertaining to women workers, and that there is a need for more study and analysis of the basic facts about the employment of women and the opportunities for their employment. Also there appears to be need for intimate study of the particular problems of women in special situations, such as those who are both workers and homemakers or older women who might be self-supporting. It is believed that some women in employment are handicapped by some common prejudices of employers which are not founded on fact, and women think it is the responsibility of the Department of Labour to study the problems peculiar to women workers and establish facilities for making the results of such studies available to women's groups."

## Chosen Director

To head the new division the Government chose Miss Marion V. Royce, M.A., who by education and experience was ideally suited to the post. Miss Royce has been Director ever since.

Born in St. Thomas, Ont., Miss Royce is a graduate of McMaster University and the Ontario College of Education. She has taken postgraduate studies in social science in Toronto and Chicago.

Between periods in the teaching profession she was General Secretary of the National Girls' Work Board of the Religious Educational Council of Canada from 1928

to 1932. Later she became Educational Secretary for the YWCA in Montreal.

In 1942 she began a long association with the World YWCA. During this period she travelled extensively studying and reporting upon economic and social problems of particular concern to women. She also participated in a number of activities sponsored by the ILO. She took part in the United Nations Commission on the Status of Women and has served as a consultant on other United Nations agencies.

At the time of her appointment to the Women's Bureau, she had been Principal of Moulton College, Toronto, for two years.

Miss Royce has had the help of several well-qualified assistants in shaping and carrying out the policies of the Women's Bureau. The small staff also includes a secretary and a clerk.

## First Challenge

The first challenge facing the new division was to discover who were the working women in Canada, why they worked, and what type of occupations they choose.

With substantial assistance from the Economics and Research Branch, *Women at Work in Canada*, a fact book on the female labour force was published in 1956. This booklet was revised in 1958, and a new revision is planned as material from the 1961 census becomes available.

The situation that was revealed in the first Women's Bureau survey has remained basically unchanged, except that the numbers involved have continued to grow. The pattern is unfolded in the latest figures available. In 1963:

—30 per cent of all Canadian women over 14 were in the labour force; they made up 28 per cent of the total force.

—Almost two-thirds of the female labour forced worked in Ontario and Quebec.

—Of every 100 married women in the population, 23 were in the labour force; of the widowed, separated or divorced, the ratio was 28 in 100.

—Of every 100 single women, 49 were in the labour force.

—Roughly half (49.7 per cent) of the women in the labour force were married.



—About one-third of all girls and women in the labour force were under 25 years of age, 39 per cent were between 25 and 44, and 29 per cent were 45 years of age or more.

—The majority of working women are found in five occupational groups: 30 per cent in clerical work, 23 per cent in personal services, 15 per cent in professions, 11 per cent in manufacturing, 10 per cent in commercial occupations such as retail selling.

### Phenomenon Revealed

This first Women's Bureau survey revealed the extent of a fairly recent phenomenon—married women working outside the home. The Women's Bureau therefore decided to conduct a study of these women to discover some of their characteristics, why they are working, their attitude toward their work, the kinds of jobs they are doing, and how they manage their dual responsibilities.

The result was an extensive report entitled *Married Women Working for Pay in Eight Canadian Cities*. The problems of these women—care of children while the mother works, hours of work, possibilities of part-time work, training and retraining, hostile social attitudes—provided the material for much of the work of the Women's Bureau.

A second report based on the same sample survey was published in 1959. It was concerned with the occupational histories of the women interviewed.

This second study was the first of its kind in Canada. It pointed up what Miss Royce describes as the "rick-rack" pattern of employment for women during their working lives. They come into the labour force after their educational training, leave on marriage or when they start a family, and often re-enter the work force when their children have grown beyond the age where they need constant attention.

The Women's Bureau concluded that, to make most effective use of women workers under these circumstances, better provision must be made for training for girls before they enter the labour force, for maternity leave and for refresher training and arrangements for their re-entry into the working world.

The ramifications of these two research projects have continued to occupy the Women's Bureau. Material on different aspects of these problems has been made available in a series of free Bulletins issued over the years.

Another project of the Bureau has been the arrangement of a number of seminars bringing together representatives of govern-

ment, industry and labour to discuss topics of concern to women workers. A seminar held last March examined the implications and causes of the traditional rigid division of men's and women's work (L.G., May, page 357).

### Not Without Critics

The Bureau has not been without its critics through the years, both in government and industry. Much of the criticism results from what has been called a "fuzzy concept" of the purposes and functions of the Bureau. Some critics would like to see more concrete results. Miss Royce admits that it is "difficult to assess the Bureau's accomplishments in absolute terms." But she contends that its efforts have had "some impact on the country."

The Canadian bureau was set up on very different lines from the U.S. Women's Bureau, which was established in 1921. It was never intended to carry out its own research or training programs, but was to utilize the facilities of existing branches and departments of federal and provincial governments and women's organizations.

Miss Royce explains the function of the Bureau is "to try to find ways of selecting issues vital and real to people and to stimulate interest in them. We document the issues, and they carry on from there in response," she says.

One project that has come into being through this method is the Quo Vadis School of Nursing in Toronto. The school, which starts operation this month, is the first in Canada to offer nursing training to women over 30 without previous experience in the field. The inspiration for the school came from *A New Career After 30*, a 1960 publication of the Bureau; the initiative came from a voluntary committee of private individuals connected with the Catholic Hospital Conference of Ontario. Announcement of the course brought 200 applications. A pilot group of 30 has been selected. All applications will be screened to discover more about the psychological and sociological factors involved in women's wanting to return to work in fields new to them.

At the same time, the influence of the Women's Bureau has been felt on the international scene. The Director has served on the United Nations Commission on the Status of Women and the International Labour Organization's Committee on Women Workers. The Bureau has been consulted by similar branches of other countries, notably Japan, and has served as a model for new bureaus in Australia and other nations.

After ten years the Women's Bureau is a well-established part of the Department of Labour. Miss Royce is now within two years of retirement, but she can look back on ten busy years and forward to two more.

She thinks there has been a tendency to place too much emphasis on numbers in studies of the female labour force. The need now is for more "depth" research into problem areas. Her "favourite project" for the future is an analysis of domestic serv-

ices, where there are "so many women and so few standards." In keeping with Women's Bureau policy, this study will be made in co-operation with the Technical and Vocational Training Branch of the Department.

The Bureau is about to issue bulletins on opportunities for women in the physical sciences, earth sciences and mathematics, similar to the one on the biological sciences that was enthusiastically received by educators.

### Abridged Chronology

Sept. 7, 1954	Marion V. Royce, first Director, sets up Women's Bureau.
Oct. 1, 1954	Nancy R. Lishman named secretary to the Director.
Dec. 30, 1954	Mair Davies named assistant to the Director.
Dec. 31, 1954	Freda Lyon (now Blain) succeeds Nancy Lishman as secretary.
1954-1955	Pilot survey, Toronto, married women working. Publication of brochure on Bureau.
1955-1956	Bureau's first major study: national survey on married women working. Roster of national women's organizations compiled.
Nov. 12, 1956	Svanhuit Josie, economist, appointed to Economics and Research Branch with special responsibility for research related to the work of the Women's Bureau.
1956-1957	First major publication, <i>Women at Work in Canada</i> , a fact book. Director participated in University of Toronto round-table on the "Impact of Industrialization on Human Well-Being" and in other group projects. Mail survey of university graduates. Results published in <i>Labour Gazette</i> and issued as reprint, <i>Whys and Wherefores</i> .
April 1, 1957	Valda G. Lawford appointed Bureau's first general clerical worker.
Sept. 16, 1957	Ethel M. Suggett replaces Freda Blain as secretary.
1957-1958	Director appointed Senior Adviser to the Delegate of Canada to the United Nations Commission on the Status of Women, in Geneva. Publication of <i>Married Women Working for Pay in Eight Canadian Cities</i> . Director represents Department at the First Canadian Conference on Education, Ottawa.
June 16, 1958	Carolyn G. Archer (now Osborne) succeeds Mair Davies as assistant to Director.
1958-1959	Director alternate delegate of Canada to United Nations Commission on the Status of Women, in New York. Director participates in CBC radio series on the mature woman in the labour force. <i>Women at Work in Canada</i> revised.
Jan. 1, 1959	Agnes P. Beckett succeeds Carolyn Archer.
1959-1960	Publication of <i>Occupational Histories of Married Women Working for Pay in Eight Canadian Cities</i> and <i>Equal Pay for Equal Work</i> .



The interests of the Women's Bureau are very wide. "Everything that happens in the labour field has an impact on women," says Miss Royce. Four areas occupy much of the Bureau's attention—working mothers, training facilities for girls and older women, older women workers, and equal pay for equal work. Priority must be given to correcting abuses where they exist, and to forming better attitudes toward women's work, both among the workers themselves and society in general.

Miss Edith Lorentsen, Director of the Legislation Branch of the Department of Labour, which works closely with the Women's Bureau, believes that the future of the Bureau lies "in development of contacts with community groups and in circles outside the Labour Departments toward the end that the influence which is exercised by such groups rests upon knowledge.

"The phenomenal growth of the female labour force has lent a certain urgency to the work of a Bureau like this," Miss Royce asserts.

### Abridged Chronology (Conc.)

Directory of National Women's Organizations replaces roster. Director alternate delegate at United Nations Commission on the Status of Women, at Buenos Aires.

- Dec. 1, 1960 Celia Bookman succeeds Valda Lawford.
- 1960-1961 Publication of *A New Career After 30* and revision of *Equal Pay for Equal Work*.  
Two seminars organized: the first on the work on the Bureau, the second on ILO programs relating to women's work.
- 1961-1962 Publication of *Vocational and Technical Training for Girls* and *A Niche of Usefulness*.  
Introduction of Women's Bureau Bulletins.  
Bureau holds one-day consultation with representatives of business, labour, government and national organizations on current problems of women's employment.  
Director participates in meeting of U.S. Equal Pay Committee in Washington.  
Director represents Department at Second Canadian Conference on Education, Montreal.
- 1962-1963 Publication of *Job Training for the Mature Woman* and of revised *Vocational and Technical Training for Girls*.  
Director at meeting in Yellowknife, N.W.T., on vocational training for girls, held by Advisory Committee on Vocational Training of MacKenzie Territory.  
Director participates in "The Real World of Women" sponsored by the CBC.  
One-day conference with trade unionists on women's work.  
Director appointed to ILO Panel of Consultants on Problems of Women Workers.
- May 6, 1963 Violet P. King appointed interim assistant to Director.
- 1963-1964 Round-table organized by the Bureau.  
Publication of *Report of Round-Table Conference on the Implications of Traditional Divisions between Men's Work and Women's Work in our Society*.
- March 2, 1964 Helen E. Traynor succeeds Agnes Beckett as assistant to the Director.
- 1964 Publication of report of a study on "Collective Action by Nurses to Improve their Salaries and Working Conditions".  
Director participates in Canadian Conference on the Family, Ottawa, and in Committee on Women Workers at 48th International Labour Conference, Geneva.

# A Guaranteed Income for Everyone?

*Speaker at annual convention of International Association of Personnel in Employment Security advocates guaranteed income for all because soon it might be impossible to provide jobs*

A guaranteed income for every adult and child, and the payment of students in college, was advocated by Robert Theobald, economist, author and consultant, in the keynote speech to the 51st annual convention of the International Association of Personnel in Employment Security.

A guarantee of a job or an income was also proposed by Harry Bridges, President of the International Longshoremen's and Warehousemen's Union, another speaker at the conference. Another speaker, Glenn Ferguson, Associate director of the Peace Corps, disagreed with the idea of guaranteed employment or income, however.

Mr. Theobald said that he believed we were entering a new era whose requirements were as different from those of the recent industrial age as those of the industrial age were different from those of the preceding agricultural age.

"Today, the cybernated productive system is emerging—a new innovation in productive techniques and organization based on machine power and machine skill, i.e., on the combination of automated machinery and the computer," he said.

Two main aspects of the cybernation revolution, he continued, were that it would force man's mind out of the productive system just as surely as the industrial revolution forced out man's muscle; and that the coming of cybernation meant that there would be no effective limit to our productive abilities.

Mr. Theobald said he believed "that the effects of cybernation will in fact be so far-reaching and rapid that it will be impossible to achieve full employment: in other words, that the growing efficiency of machine systems will continue to increase so fast that employers—both governmental and private—will find it cheaper to own or hire machines rather than men."

He repeated his belief that full employment can never be achieved, but even if it was, he said, there are groups who should have a guaranteed income: those too old or too ill to hold a job; those with responsibilities that require that they should not be under the obligation to hold a job, e.g., a woman with children but no husband; and those being educated.

To bring about his proposed guaranteed income, Mr. Theobald advocated a change in the United States Employment Act of

1946 that would make it the policy of the Government to provide job opportunities or to guarantee an income for anyone who was seeking work. He suggested that the starting level of the guaranteed income should be \$1,000 for each adult and \$600 for each child.

In discussing the payment of students, Mr. Theobald said, "We must recognize that the student is already 'working' at least as relevantly as the man in the factory. The time has come when we must introduce the concept of a student salary, starting possibly at 14, and increasing with age, payable to all students attending school or university."

Mr. Theobald is the author of *Free Man and Free Markets*, a book in which he said technological change was proceeding so rapidly that it might soon be impossible to provide conventional market-supported jobs for everyone. He was also one of the group of 32 economists who sent a memorandum to the United States President advocating "public measures that move radically beyond any steps now proposed or contemplated." One of these was the guaranteed income.

## Harry Bridges

Harry Bridges told the convention that "automation means unemployment" but that it need not mean that.

"What I mean by automation is any change in the production process which increases labour productivity, not just what the engineers mean by automation," he said.

Mr. Bridges said he realized that automation had been going on for a long time and that without it our standard of living would be "horse and buggy" standard, and that it might be wrong to blame automation for the chronic serious unemployment that had plagued the United States for the better part of a decade.

He then proceeded to give his answer to the question of how to meet the present situation, which might transform a blessing into a curse. He advocated first of all a national policy directed toward full employment.

"A second circumstance standing in the way of the full employment we might have, even with automation," he said, "is the continuing willingness to starve what people nowadays call the 'public sector'."



Mr. Bridges went on to urge the building of public low-cost housing, more schools, urban rapid transit systems, and the provision of more medical facilities. "A greatly stepped-up program to correct such deficiencies would go a long way toward providing jobs for the victims of automation," he said.

Mr. Bridges asserted that "pressure for full employment is being diverted by the myth that all we need is more economic growth." He quoted with approval a statement by Dr. A. W. Zelomek, an economist, who had said that one economic myth that needed to be exploded forever was that economic growth or expansion would solve unemployment; and further, that expanding service industries would not create enough jobs for workers displaced by automation or mechanization.

The unskilled and poorly educated have become a drug on the market, while the highly trained are in short supply, the speaker said, and he urged a crash program in education as one more step toward meeting the desperate problem of unemployment among young people.

Another roadblock, he said, was "the widespread public resistance to a program of direct income guarantee to unemployed workers . . . Let's face the fact that some workers—displaced by the economic progress that benefits the rest of us—will never go back to work."

For those who cannot find work, Mr. Bridges said, "Tentatively, I would suggest a minimum income of \$3,000 for a family and \$2,000 for a single person . . . Eligibility should be based upon availability for work, the program to be financed out of the general revenue, not as a direct tax on industry."

Employers, he said, could not be blamed for adopting new methods, even though it meant throwing their workers out on the street, because otherwise they would be unable to meet competition and would have to close down. "What I am urging is a modification of the free enterprise system sufficient to ensure that everyone able and willing to work is guaranteed a job or an income.

"Finally, there is a prejudice against economic planning which will have to be overcome before we can have automation and full employment."

In the course of a speech that was largely on another subject, Glen Ferguson referred to the speeches of both Dr. Theobald and Mr. Bridges. Cybernation, he said, was not new. Cybernation and automation were a

way of life. Disagreeing with Mr. Bridges' proposal of guaranteed employment or guaranteed income, Mr. Ferguson said that the problem was one of guaranteeing, not employment, but opportunity; and not of changing the economic system, but of changing our attitude to the human system.

"In my opinion," he said, "the best way of guaranteeing full employment is by trying to create employment to reflect the needs of society."

Marion Williamson, Director of the Georgia Employment Security Agency, in a letter to the staff of his agency has commented on many of the theories advanced by Dr. Robert Theobald in his speech at the annual IAPES convention. The letter, in part, reads:

"We are concerned with employment security and we hope the day will never come when 'employment' is dropped and we think only in terms of security. We want people to be secure in their jobs and not in their idleness. I, for one, am not ready to think in terms of a large segment of our society becoming fat, happy—and jobless. . .

"There are serious problems caused by automation, or cybernation, that require serious consideration. Machines are taking over jobs, but that has been true since the invention of the wheel. The pace has increased in recent years at the same time as vast numbers of young people are entering the labour market, many of them totally unprepared. These factors account for the retraining programs being initiated. The solution to these problems, however, does not lie in putting the jobless on a payroll with no work attached.

"Any scheme to provide income without work will increasingly limit the number desiring to work. It would raise other questions, such as: What about the person who quits his job or gets fired for cause? How about the man working for only slightly more than the guaranteed income proposed by Dr. Theobald?

"We are in complete sympathy with the worker who is unemployed through no fault of his own. We wouldn't last very long in this business if that were not true. But one of our most pressing problems, even without a guaranteed income, is to strengthen the motivation to work. Untold thousands of the machines now being installed are to do jobs for which workers cannot be hired.

"We must not let the magnitude of the problem cause us to make it too easy, too comfortable and too inviting to 'draw', rather than work. . . "

# ERGONOMICS: What It Is

*Senior Scientist of Occupational Health Division relates the history of ergonomics and asserts progress made in liberating man from arduous, boring and dangerous tasks only a beginning*

"Ergonomics" is defined as "the science of adapting environment and machines to man's capabilities" in a paper by W. L. Ball, Ph. D., Senior Scientist, Occupational Health Division, Department of National Health and Welfare.

Dr. Ball first recounts how man, not content to wait for evolution to adapt him to his environment, gained protection from the weather with clothing and housing, supplemented his physical attributes with weapons and tools, and exploited nature by putting other animals to work for him and learning to use fire.

"But, with the speed-up in technological development first evident in the Industrial Revolution, many traditional tools and methods became not only inefficient but also sources of workers' ill-health.

"With demands for more efficient use of man and machine and for less arduous working conditions came calls by industry on more scientific work improvement methods." Dr. Ball points to the pioneering investigations of F. W. Taylor and the Gilbreths at the turn of the century that ushered in such work study methods as time and motion study, methods improvement and work simplification.

"These early efficiency programs were resisted because the first 'efficiency experts' tended to ignore the efforts of labour and health authorities to mitigate the threat of 'speed-ups' to the health and lives of workers. Modern enlightened management realizes the advantages of procedures that make work less tiring, monotonous or dangerous and in so doing has achieved its efficiency objectives as well," Dr. Ball writes.

Although it has given him a higher standard of living, the growth of industry in the last 200 years has made man more dependent of machines. "It has also, until recently, brought hardship and suffering to workers.

"And because structures and machines have often been conceived with more concern for the process than for the man who operates them, the worker has lost the central place in production that he occupied as a craftsman.

"Management's appreciation of the equal importance of man and machine is a comparatively recent development. It was, in fact, the extreme production demands at

home and the complex tracking and communicating requirements at the front during World War II that gave impetus to the study of human performance.

"In the last decade, developments in industry associated with automation have begun to make excessive demands on machine operators. The approach to their control is being made through an integrated attack by technical and biological sciences. The Ergonomics Research Society of the United Kingdom, founded in 1949, was the first to make this combination and coined the name ergonomics for this science that is a kind of human engineering."

## Three Disciplines

The main scientific disciplines concerned with fitting the job to the worker are anthropometry—the study of man's dimensions, strength and mobility—physiology and psychology.

Man's dimensions, strength and mobility must be considered in the design of machines he will control. For example, the height and shape of automobile seats, the instrument panels in aircraft and the height of kitchen sinks should be correlated with human measurements and faculties for maximum efficiency of man and machine.

Physiology is the science that studies man's physical machine and determines the conditions under which it will perform most efficiently. For example, "man's productivity varies considerably with temperature and humidity. Noise interferes with his communication and may damage his hearing. Vibrating tools can upset the nervous control of the small arteries and decrease the sensation in his hands. Poor lighting may impair his visual acuity."

Psychology attempts to state man's requirements for satisfying and productive work. "Fair wages and hours of work, knowledge of a job well done and pleasant relations with fellow workers are prerequisites. Although they are a major area of study for psychologists, they are not the immediate concern of the psychologist on the ergonomics team. His interest is in reaction times, memory, visual perception and the mental capacity of the worker.

"Information presented to the worker by the dials, lights, buzzers and other 'displays' on the machine must be translated by him



into appropriate control action. The relationship between the worker and displays and controls is thus critical to smooth operation. Displays must give clear, concise, complete, correct and rapid information. Controls must be distinctive, readily reached and rapidly responding. These design requirements may be achieved only by an intimate knowledge of man's physical, physiological and psychological attributes."

#### Co-ordination of Man and Machines

For maximum quality and output of an operation, the operator's skill must be co-ordinated with machine design. Skill depends, in part, on perceptual ability, intellectual ability, motivation, age, fatigue and training, and its cultivation falls into the psychologist's field.

The European Productivity Agency meeting in Zurich in 1959 stimulated interest in ergonomics. Trade unions in Switzerland, England, Ireland, France and other countries have held information seminars.

Universities and research institutes are establishing courses in the field. A chair of "ergonomy" has been set up at the Uni-

versity of Liege. In England, the Universities of Birmingham and Bristol and the British Productivity Council have organized seminars. The Max Planck Institute of Labour Physiology in Dortmund is doing research on ergonomics.

In the United States the Society of Engineering Psychologists and the Human Factors Society are co-ordinating research and publishing information.

In the conclusion of his paper, Dr. Hall states that "the intelligent use of human resources has not kept pace with technological progress despite all the advances made in the last decade in adapting environment and machinery to man's capabilities.

"We no longer consider mentally or physically demanding labour commendable in itself; yet many workers are still performing under physiological or psychological stress.

"The progress we have made toward liberating man from arduous, boring and dangerous tasks is only a beginning. We must increase our efforts to eliminate these detrimental aspects of his work and thus release him for more profitable pursuits."

## Changes in General Assistance and Other Welfare Legislation in 1963

*Major changes in general assistance laws in three provinces, minor changes in three others. A number of provinces amend laws on mothers' allowances and accommodation for the aged*

In 1963, six provinces made changes in their general assistance legislation; in three, the amendments were major. Two provinces changed the rates of mothers' allowances, and two others made administrative changes.

In respect to living accommodation for the elderly, the National Housing Act was amended to increase the maximum interest rate for loans to limited-dividend corporations. New or amended legislation came into effect in five of the provinces.

### GENERAL ASSISTANCE

Changes in legislation occurred in six provinces; major amendments were made in Ontario, Saskatchewan and Alberta.

#### NEWFOUNDLAND

An announcement gazetted October 22, 1963 decreed that a person who was a recipient of social assistance on October 1, 1963 and whose husband or wife was a recipient of Old Age Security on the same date would not suffer a reduction in social assistance because of the increase in Old Age Security from \$65 to \$75 a month.

#### NOVA SCOTIA

An amendment to the Social Assistance Act (Statutes of Nova Scotia, 1963, c.45), removed, effective from October 1, 1962, the restriction that a person receiving a provincial allowance for abandoned or orphaned children in his care could not also receive an allowance under the section providing for allowances for those permanently disabled.

A new subsection provides that the settlement of a person receiving assistance in an institution is not affected while he is receiv-

ing municipal assistance from the municipal unit in which he has settlement, when he is moved to a boarding home in another municipal unit.

Regulations under the Social Assistance Act tabled February 25, 1963 set out the qualifications that staff of welfare departments or of agencies administering the assistance program must meet if the municipal unit is to qualify for provincial reimbursement for administrative expenses. The regulations, which formerly applied only to the director or person in charge of a welfare department or of an agency administering the Social Assistance Act, now require that other members of the staff engaged in welfare work also be professional social workers and members of the Canadian Association of Social Workers, or if not, have certain other specified qualifications.

### NEW BRUNSWICK

An amendment to the Social Assistance Act (Statutes of New Brunswick, c.20), made changes in both Part I (Provincial Assistance) and in Part II (Municipal Assistance).

Under Part I, the maximum monthly allowance that may be paid to any needy mother or foster mother with dependent children has been raised from \$90 to \$115.

Under Part II, changes include a revised definition of "assistance," additions to the sections on settlement, changes affecting welfare committees, the appeal committee, and the extension of the authority of the Minister to make agreements with other jurisdictions.

"Assistance," as now defined, means "assistance given in cash or in kind to a person in need." The former definition enumerated forms of assistance that could be provided.

An addition to the Act provides that a person loses settlement when he has been absent from the province for more than 12 consecutive months. The exceptions to the prohibitions against transporting a person in need to another municipality for "the purposes of transferring the burden of administering assistance" have been broadened, so that a person may now be moved at the request of the municipality of settlement and with the approval of the Director of Social Assistance.

A new subsection provides that a member of a welfare committee may lay an information before a magistrate "calling upon a husband or father to show cause why he should not be imprisoned for a period not exceeding seven days when, while working and receiving remuneration, his wife or children are persons in need."

The Minister, with the approval of the Lieutenant-Governor in Council is authorized, on behalf of the Government of New Brunswick, to enter into a reciprocal agreement with any other province respecting assistance to persons in need.

The Minister, with the approval of the Lieutenant-Governor in Council is authorized, on behalf of the Government of New Brunswick, to enter into a reciprocal agreement with other province respecting assistance to persons in need.

Under Regulations gazetted May 21, 1963 (O.C. 63-324), the maximum monthly allowance payable to a mother and one child was increased from \$35 to \$60 effective from April 1, 1963. O.C. 63-325, also gazetted May 21, 1963, prescribes the forms to be used in making application for social assistance under Part I.

### ONTARIO

#### The General Welfare Assistance Act

An amendment to The General Welfare Assistance Act passed in December 1962 (Statutes of Ontario, 1962-63, c.53) was proclaimed effective January 1, 1963 (Ontario Gazette January 19, 1963). The principal change made by the amendment is that of authorizing the province to pay assistance without municipal participation to categories of persons prescribed in the Regulations. It is also provided that where there are special circumstances, and investigation shows the advisability of paying assistance to an applicant in this category who is not strictly eligible for assistance, the Lieutenant-Governor-in-Council may direct that assistance be paid to the applicant. The amount of such assistance is to be determined by the Regional Welfare Administrator.

The Lieutenant-Governor-in-Council is authorized to make Regulations prescribing the categories of persons to whom the Province may provide assistance, determining the amount of assistance that may be paid, establishing a Medical Advisory Board, establishing a Board of Review consisting of the Director of the Welfare Allowances Branch and two or more other persons, and prescribing the powers and duties of field workers.

A new section has been added providing penalties for persons obtaining or receiving assistance to which they are not entitled, and for persons aiding or abetting another to receive assistance to which he is not entitled. A person found guilty of an offence under this section is liable on summary conviction to a fine of not more than \$100, or to imprisonment for not more than three months, or both fine and imprisonment.



## Regulations

*Dependent Fathers.* Regulations governing assistance to dependent fathers were gazetted February 16, 1963 (O. Reg. 22/63). These Regulations set out the conditions under which a provincial allowance may be paid to a dependent father, that is, a person who is a father of a dependent child and who is permanently unemployable by reason of physical or mental disability. The conditions of aid, including the needs test, residence requirements and medical certificate, are the same as those formerly included under The Mothers' and Dependent Childrens Allowances Act, from which aid to these families was removed by the amendment effective January 1, 1963.

As stated in the explanatory note to the Bill amending the General Welfare Assistance Act, payment of assistance to dependent fathers under this Act will enable the costs to be included in agreements with the Government of Canada under the Unemployment Assistance Act. The rates payable to dependent fathers are the same as those payable to mothers of dependent children under The Mothers' Allowances Act.

*Widows and Unmarried Women.* Regulations governing provincial assistance to widows and unmarried women (O. Reg. 111/63) were gazetted May 18, 1963 and amended by O. Reg. 337/63 gazetted December 28, 1963. This new program provides for allowances of up to \$75 per month (raised from \$65 by O. Reg. 337/63) to widows and unmarried women 60 years of age or more.

The definition of "unmarried woman" includes a wife whose husband is a patient in a mental hospital, a sanatorium, a hospital for the chronically ill or a nursing home or is a resident in a home for the aged for at least six months; a wife whose husband has deserted her and has not been heard of for six months or more; a wife whose husband is imprisoned for six months or more; a woman who is divorced and has not remarried; and, under O. Reg. 337/63, a wife who is living separate and apart from her husband and has been so living for a continued period of seven years or more.

The allowance is payable on a means test basis to women in this category who have resided in Ontario for at least one year. An applicant may have liquid assets of up to \$1,000, and if she is in one of the first three groups of "unmarried" women mentioned above, her husband's assets must not exceed \$1,000. The Regulations set out items to be considered in computing income,

which may not exceed \$1,260 a year, including the allowance (raised from \$1,140 by O. Reg. 337/63). Recipients of government allowances under other programs and patients in mental hospitals, private hospitals, sanatoria, psychiatric hospitals, public hospitals and homes for the aged or nursing homes are not eligible for an allowance under these Regulations.

A recipient is entitled to receive medical services without cost under any agreement in writing in force from time to time between the Province of Ontario and the Ontario Medical Association.

It is required that a field worker visit each recipient at least once every year, and oftener if requested by the Director of the Welfare Allowances Branch or a Regional Welfare Administrator. The Regional Welfare Administrator may appoint a trustee to act for the recipient if in his opinion the recipient is using, or is likely to use, assistance for other than her own benefit or is incapacitated or is incapable of handling the assistance.

## District Welfare Administration Boards Act

Under The District Welfare Administration Boards Act (Statutes of Ontario, 1962-63, c.37), to become effective on proclamation, councils of municipalities in improvement districts, except those having a population over 15,000, are required to establish a district welfare administration board. It is to consist of from three to five members who are members of the council of a municipality in the district—they are appointed jointly by all municipalities in the district for a term not exceeding one year—and two members appointed by the Lieutenant-Governor-in-Council for a term not exceeding three years.

The Board is to be responsible for the provision and administration of welfare services in the district, and is to have all the powers, duties and responsibilities given by any other Act to the councils of municipalities in the district. It is required, with the approval of the Minister of Public Welfare, to appoint a welfare administrator and other staff as necessary.

Each municipality is to contribute an amount, including costs of administration, which the Board estimates will be required for welfare services for the year. Assessment rolls are to be revised and equalized each year by the district assessor or by the Department of Municipal Affairs.

During the first year of its operation, the Lieutenant-Governor-in-Council may make a grant to the Board on the basis of the population in the district.

## MANITOBA

Manitoba Regulation 35/63 under The Social Allowances Act, gazetted May 18, 1963, to be effective May 1, 1962, repealed section 12 of the Regulations made by Manitoba Regulation 25/62. The former section 12 provided that a social allowance is not payable to a person unable to earn income sufficient to meet the basic necessities because of physical or mental ill health or incapacity and who is a resident of a municipality and who, in the opinion of the Director of Public Welfare, is not likely to lack the basic necessities if an allowance is not paid.

## SASKATCHEWAN

### Social Aid

Social Aid Regulations were consolidated by Order-in-Council 977/63 dated May 21, 1963 and these were repealed by further Regulations gazetted July 5, 1963. The new Regulations (O. C. (1242/63 dated June 28, 1963) consolidate all the former Regulations with some changes.

Among the changes made are the following:

A recipient, as formerly, is required to produce evidence that he has explored within the limits of his ability every possibility of self-support. In addition, the new Regulations require that he also explore every possibility of "rehabilitation and re-establishment". A rehabilitation allowance is now included among other items of special need, and may be given a recipient or his dependents to enable him or them to take training to become wholly or partially self-supporting.

Aid may be cancelled when employment is available that the recipient is capable of performing.

Rates for hostels have been omitted, and it is now provided that accommodation away from home may be up to \$2 per room per day. Municipalities may, however, grant an allowance for meals and accommodation on the basis of actual minimal cost.

The section that formerly included provision for legal fees for a recipient in obtaining help from a deserting husband or parent has been deleted.

Back bills, as formerly, may be paid under certain circumstances. These are now specifically defined and are more restrictive than under previous Regulations. Arrears of shelter or utilities that were accumulated prior to applying for aid may be paid only if the health and safety of the recipient or his family are threatened, and if his failure to pay them was because of lack of resources.

A change has been made in the clause governing casual and part-time earnings of the recipient or his family. Formerly, an individual was allowed \$5 per month, a family of two \$10, and a family of three or more \$15 per month, without deduction in the social aid allowance. The exemption now may not exceed a maximum of 25 per cent of the recipient's basic budget requirement.

Earnings during the school term of dependent children attending school are wholly exempt. During the summer holidays, children earning and living at home may have an exemption of up to \$40 per month and 50 per cent of all additional earnings. If a recipient fails to report the total amount of casual or part-time earnings by himself or his dependents, the amount is deducted from future exemptions.

### Supplemental Allowances

Supplemental Allowances Regulations (Order in Council 1733/63, September 27, 1963), governing aid to recipients of Old Age Security and Blind Persons Allowances, were gazetted October 4, 1963. They repealed and replaced former regulations, O.C. 1431/62 of August 27, 1962, and were in turn amended by O.C. 2163/63 dated November 26, 1963, gazetted November 29, 1963.

A number of new sections have been included in the Regulations of October, 1963.

The section on eligibility for allowances has been revised to correspond with that of the regulations governing social aid; the words "rehabilitation and re-establishment" have been added so that the applicant must produce evidence "that he has explored within the limits of his ability every possibility of support, rehabilitation and re-establishment."

The new regulations provide for a Disability Certification and Rehabilitation Review Committee consisting of a qualified medical practitioner, a social worker and such other persons as may be appointed by the Minister of Social Welfare and Rehabilitation. It is the function of the Committee to review, whenever required, those applications for an allowance that include an incapacitated child, and to evaluate the merits of the medical and social reports pertaining to each incapacitated child.

The Committee makes its recommendations to the Director of Public Assistance. At his request, the Committee also reviews the condition of each incapacitated child for whom the allowance is being paid, if a review is not being done under another public program, and informs the Director



of any change in the physical or mental condition of the child.

A new section (section 10) sets out the intent of the Act and Regulations; namely, to grant an allowance to persons in need who are unemployed or unemployable, and not to subsidize the income of employed persons. It provides, however, that the Director may in his discretion, if extreme hardship would otherwise result, waive or modify this provision, and may grant an allowance to a person who or whose spouse, is a wage-earner in full-time employment.

Like the Social Aid Regulations, these Regulations provide that an allowance on behalf of a child attaining the age of 18 while attending school may be continued to the end of that school year. The clause governing casual and part-time earnings of the recipient or his family has been revised to correspond with that of the Social Aid Regulations.

Similarly, the new Regulations also specify that in calculating total assets, items of personal property not essential for the health and welfare of the recipient may be considered available to him to be used for his current maintenance, either as collateral for loan or through outright sale.

Under the Supplemental Allowances Regulations gazetted November 29, 1963, (O.C. 2163/63), changes were made in some schedules of rates in the items of basic maintenance and in the means test for those under the means test allowance program.

The monthly food allowance for each adult has been raised from \$21.50 to \$26.50. The schedule of utilities has been expanded to include a monthly allowance for a telephone, and the monthly allowance under the schedule of a personal and household allowances for "other incidentals" has been raised from \$5.50 to \$9.00.

The allowable income for those under the means test program has been raised from \$1,140 to \$1,260 a year for a single person, and the total liquid assets of a recipient and his spouse raised from \$2,000 to \$2,220 a year.

### ALBERTA

An amendment to the Public Welfare Act (Statutes of Alberta, 1963, c. 52) assented to March 29, 1963 made several important changes. In addition to authorizing

the Minister of Public Welfare to provide aid to a destitute person who is a transient or a resident of the province, the Act now authorizes him to provide aid to "a person who is in need of immediate or urgent assistance."

The amendment removes from the Act the requirement that an unemployed person who has applied for or is receiving material aid perform unemployment relief work, if requested to do so by the municipality or by the Department of Public Welfare. It also deletes the clause that removes from a municipality or the Department any obligation to continue to aid any person who has refused to perform any unemployment relief work in the municipality.

The definition of a dependent, which formerly included a child 17 years of age if attending school and making satisfactory progress, has been extended to include one who is over 16 but under 19 years of age who is attending school and making satisfactory progress.

An added section permits the Minister to cause a caveat in the prescribed form to be registered in the land titles office against the certificate of title for the land, if a social allowance is provided to meet the payments of a land mortgage or an agreement for the sale of the land. A transfer of a mortgage or an assignment of an agreement for sale, or any other arrangement or agreement concerning a mortgage or agreement for sale, is not valid without the written consent of the Minister. A caveat cannot be cancelled or withdrawn except by the Minister's request to withdraw the caveat. The Minister may waive the rights given by this Section for the purpose of proceedings or for any other reason he thinks proper.

The Social Allowances Regulations under Part III of the Public Welfare Act were amended by Alberta Regulation 174/63 gazetted May 31, 1963 (O.C. 705/63). The schedule of the maximum monthly food and clothing allowances has been amended with slight changes in amounts. The new schedule which became effective April 1, 1963 now includes a rate for a child of 19 years; formerly the schedule included rates for children up to and including 18 years of age. Allowance for special diets remain at the same rate as formerly.

## MOTHERS' ALLOWANCES

Changes in rates were made in two provinces, Prince Edward Island and New Brunswick, and administrative and other changes were made in Ontario and Alberta.

### PRINCE EDWARD ISLAND

Changes in the Mothers' Allowances Regulations were gazetted June 29, 1963, to have effect from July 1, 1963. Gross in-

come limits are raised for a mother and one child from \$900 a year to \$1,800. The permissible limit, as formerly, increases by \$100 a year for each additional child up to six or more children. The maximum monthly income for a mother and one child is raised from \$35 a month to \$70 a month.

### NEW BRUNSWICK

Under an amendment to the Social Assistance Act (Part I, Provincial Assistance), the maximum monthly allowance that may be paid to any needy mother or foster mother with dependent children was raised from \$90 to \$115. Under Order-in-Council 63-324, gazetted May 21, 1963, the maximum monthly assistance payable on behalf of a mother and one dependent child was raised from \$35 to \$60.

### ONTARIO

Regulations governing assistance to dependent fathers were gazetted February 16, 1963 (see above, under "General Assistance"). These Regulations were pursuant to the amendment to The General Welfare Assistance Act effective January 1, 1963, which authorized the Province to pay assistance without municipal participation to categories of persons prescribed in the Regulations; and to the amendment to The Mothers' and Dependent Children's Allowances Act, effective the same date, which removed from the Act those families with a dependent father in the home.

## LIVING ACCOMMODATION FOR THE ELDERLY

The maximum interest rate for loans under Section 16 of the National Housing Act, which provides for loans to limited-dividend housing corporations, was increased from 5½ per cent per annum to 5¼ per cent by Order-in-Council P.C. 1963-1590, gazetted November 13, 1963.

New or amended legislation came into effect in Alberta, Saskatchewan, Manitoba, Ontario and New Brunswick.

### ALBERTA

An Act respecting the Operation of Welfare Homes (Statutes of Alberta, 1963, c.73) came into force on July 1, 1963. This repeals the Homes for the Aged or Infirm Act and amends certain provisions in The Public Welfare Act, The Homes for the Aged Act and The Child Welfare Act, bringing the regulation and licensing of homes and institutions formerly operated under these Acts under one Act administered by the Director of Welfare Homes.

The Welfare Homes Act defines a "home" as a place of care for persons who are aged or infirm, or require special care, which

The amendment to The Mothers' and Dependent Children's Allowances Act also changed the name of the Act to The Mothers' Allowances Act. Regulations under this Act gazetted February 9, 1963 replaced previous regulations and made minor changes in the calculation of income; they included a table of pre-added budgets (i.e., the amount allotted for food, clothing and sundries) according to the number and age of children in the family.

### ALBERTA

A new section added to the Social Allowance Regulations under the Public Welfare Act (Alberta Regulation 477/63, gazetted November 15, 1963), to be effective November 1, 1963, provides for the payment of an allowance to a guardian on behalf of dependent children. A guardian is defined as a relative or suitable person, approved by the Director of Public Assistance, who is providing a home for the child and assuming responsibility for the child's support, care and training.

Payment is made to a guardian on behalf of children when both parents are dead, are confined to a sanatorium, nursing home, hospital, penal institution or a provincial hospital for the mentally ill, or when one parent is dead and the other confined to one of these institutions, or when both parents have abandoned the children or otherwise shown themselves unable to care for them.

includes: nursing homes but not hospitals; institutions, nurseries, shelters or observation homes as defined in The Child Welfare Act; and hostels or other establishments operated to provide accommodation and maintenance for unemployed or indigent persons.

The Act provides for the appointment of a Director of Welfare Homes and other employees necessary to administer the Act. All homes caring for four or more persons must be licensed, and licensing procedures are outlined. Books and records must be kept in a form prescribed by the Director and inspectors may enter homes to examine the premises and books.

The Lieutenant-Governor-in-Council may make regulations respecting admissions, standards of accommodation and care, employment of staff, licensing and other matters necessary for carrying out the Act.

Under the Act, the Minister is empowered to acquire and operate hostels, nursing homes, institutions and nurseries and otherwise provide for the care, rehabilitation, and training of children or of persons who



are unemployed, aged or infirm, or who require special care.

## SASKATCHEWAN

Through Order-in-Council 508/63, gazetted April 5, 1963, the definition of "boarding house" was deleted from Regulations under The Housing Act.

## MANITOBA

Manitoba Regulation 49/63 under The Public Health Act, gazetted June 29, 1963, added a new subdivision to Part V—Division 4 ("Maternity Homes and Private Boarding Homes and Private Institutions for Aged and Infirm People" of former regulations).

The new subdivision covers "care institutions," which include private boarding homes, nursing homes, boarding care homes, and any other place where two or more adults are treated, cared for, lodged, fed or maintained entirely or partly at public expense or through public subscription. Hospitals, sanatoria, schools, colleges, barracks and penal institutions are excluded.

The Regulations define private boarding homes, nursing homes, and boarding care homes, set out licensing procedures and detailed standards respecting buildings, equipment and facilities, accommodation for residents, fire protection, staff, health and medical care, nutrition, recreational activities, and records.

## ONTARIO

Changes were made in Regulations under The Homes for the Aged Act, and Regulations were gazetted under The Elderly Persons Social and Recreational Centres Act that was passed in 1962.

O. Reg. 25/63, gazetted February 16, 1963, under The Homes for the Aged Act, made the following provisions.

The provision that "No resident shall leave a home at any time without the permission of the Superintendent" has been changed so that the word, "notifying", replaces the words, "the permission of".

Where replacement of furnishings or equipment or repairs to or maintenance of the buildings, equipment or grounds exceeds \$500 in cost, ministerial approval must be obtained before payment is made. The Minister must also approve the initial salary, or annual or other periodic increase in salary, of a superintendent or the supervisory staff of a home.

In computing the cost of maintenance for the provincial subsidy, no resident is included who in the judgment of the pro-

vincial authority is able to pay the whole or part of the cost. If he pays nothing he is not included in the cost, and if he pays less than the provincial authority determines he could pay this additional amount is computed as paid.

Residents receiving Old Age Security, Old Age Assistance or Blind or Disabled Persons' Allowances may retain 15 per cent of these benefits for their personal use. Residents having income from other sources will be required to pay for their maintenance an amount equal to the maximum governmental benefit less 15 per cent for the personal use. In the event of the death of a resident, recovery of the cost of maintenance may be made from the gross amount of his assets, less an amount deemed reasonable for burial expenses.

Regulation 130/63 under The Elderly Persons Social and Recreational Centres Act, gazetted June 15, 1963, sets out procedures to be followed in applying for a grant for the erection, alteration, extension or acquisition of a building or premises for use as a social and recreational centre for elderly persons. For the purpose of receiving a provincial grant of 30 per cent of the total cost, the capital cost of furnishing or equipping the centre may be included in computing the cost.

## NOVA SCOTIA

Amended Regulations under The Social Assistance Act came into force on November 27, 1963.

Municipal units may now be reimbursed for the costs of maintaining needy persons in homes for special care, in addition to those in municipal homes. Homes for special care are defined as nursing homes, hostels for indigent transients and homes for the aged.

Instead of being made on the basis of 66⅔ per cent of expenditure by the unit, reimbursements from the Minister are now calculated at 66⅔ per cent of the difference between the per diem rate approved by the Minister for the home for each day of the person's stay, and the revenue received by the municipal unit on the person's behalf from sources other than the municipal unit.

For a person who is 65 years of age or older, or who received provincial social assistance for disability under Section 7(c) of The Social Assistance Act and is maintained in a municipal home or a home for special care, the municipal unit is considered to have received monthly on that person's behalf an amount equal to \$12.00

*(Continued on page 821)*

# Employment and Unemployment, August

Employment was estimated at 6,957,000 in August, a figure 211,000 higher than that in August 1963. As usual, the change from July was small.

Unemployment declined by 18,000 between July and August. The decrease in unemployment was concentrated among teenagers, many of whom, as usual, left the labour market in significant numbers in August. Unemployment was 23,000 lower than in August 1963.

Unemployment in August represented 3.4 per cent of the labour force, compared with 3.7 per cent in July and 3.8 per cent in August 1963. Seasonally adjusted, the unemployment rate was 4.8 per cent, compared with 5.0 in July and 5.4 in August 1963.

The estimated labour force in August was 7,204,000, an increase of 188,000, or 2.7 per cent, over the estimate a year earlier.

## Employment

Farm employment showed a slight decline between July and August, and the number employed in non-farm industries remained unchanged.

Compared with a year earlier, total employment was up 211,000, or 3.1 per cent. Non-farm employment increased by 271,000, or 4.5 per cent.

The largest gains were in service, manufacturing and trade. Construction employment was somewhat lower than a year earlier. In other non-farm industries, employment either showed little change or was higher than the year before. Farm employment in August was estimated at 714,000, down 60,000 from August 1963.

Employment was noticeably higher than a year ago in all regions except the Prairies, where it showed little change. Relative gains were particularly marked in the Atlantic region and in British Columbia.

## Unemployment

Unemployment decreased by an estimated 18,000 between July and August. Of the 247,000 unemployed in August, 186,000 were men and 61,000 were women. Compared with a year earlier, unemployment was down 23,000.

Of the total unemployed, some 181,000 had been unemployed for three months or less. The remaining 66,000 had been seeking work for four months or more. This group accounted for a slightly smaller proportion of the total than a year ago.

The unemployment rate was lower than a year ago in all regions except the Prairies, where there was no change. Rates continued to vary between regions, however, ranging from 5.0 in Quebec to 1.9 in the Prairies.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	August 1964	August 1963	August 1964	August 1963	August 1964	August 1963	August 1964	August 1963
Metropolitan.....	—	—	5	5	7	7	—	—
Major Industrial.....	1	1	12	14	13	11	—	—
Major Agricultural.....	—	—	1	1	13	13	—	—
Minor.....	—	—	10	16	45	39	2	2
Total.....	1	1	28	36	78	70	2	2

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.



## CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)		Halifax Quebec-Levis St. John's Vancouver- New Westminster Windsor	→ CALGARY Edmonton Hamilton → MONTREAL Ottawa-Hull Toronto → WINNIPEG	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Oshawa	Corner Brook Cornwall Farnham-Granby → JOLIETTE Lac St. Jean Niagara Peninsula Saint John Sarnia → SHAWINIGAN Sherbrooke Sydney-Sydney Mines Trois Rivières	→ BRANTFORD Fort William- Port Arthur Guelph Kingston Kitchener London → MONCTON New Glasgow Peterborough → ROUYN-VAL D'OR Sudbury Timmins- Kirkland Lake Victoria	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford Mines Lac Megantic- Ville St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon Yorkton	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)		Campbellton Drummondville Gaspé Kamloops Lindsay Newcastle Prince George- Quesnel Sorel Valleyfield Victoriaville	Bathurst → BEAUHARNOIS Bellefleur-Trenton Bracebridge Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin → DAWSON CREEK Drumheller Edmundston Fredericton Galt Goderich Grand Falls Kentville Lachute-St. Therese Medicine Hat → MONTMAGNY North Bay → OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore Rimouski → STE. AGATHE- ST. JEROME St. Hyacinthe → ST. JEAN → ST. STEPHEN St. Thomas Sault Ste. Marie → SIMCOE	→ LISTOWEL → SWIFT CURRENT

Continued in col. 4

From col. 3  
Stratford  
Summerside  
Trail-Nelson  
Truro  
Walkerton  
Weyburn  
Woodstock, N.B.  
Woodstock-  
Tillsonburg  
Yarmouth

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 844.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i> .....(000)	August 22	7,204	- 0.4	+ 2.7
Employed.....(000)	August 22	6,957	- 0.2	+ 3.1
Agriculture.....(000)	August 22	714	- 1.4	- 7.8
Non-agriculture.....(000)	August 22	6,243	0.0	+ 4.5
Paid workers.....(000)	August 22	5,760	+ 0.1	+ 4.0
At work 35 hours or more.....(000)	August 22	5,557	+ 2.9	+ 2.3
At work less than 35 hours.....(000)	August 22	694	+ 0.7	+10.7
Employed but not at work.....(000)	August 22	706	-19.6	+ 2.9
Unemployed.....(000)	August 22	247	- 6.8	- 8.5
Atlantic.....(000)	August 22	30	- 6.3	-14.3
Quebec.....(000)	August 22	100	- 2.0	- 7.4
Ontario.....(000)	August 22	68	- 9.3	- 5.6
Prairie.....(000)	August 22	23	-14.8	0.0
Pacific.....(000)	August 22	26	-10.4	-18.8
Without work and seeking work.....(000)	August 22	231	- 7.2	- 8.3
On temporary layoff up to 30 days.....(000)	August 22	16	0.0	-11.1
<i>Industrial employment (1949=100)</i> .....	June	133.0	+ 3.0	+ 4.2
Manufacturing employment (1949=100).....	June	123.9	+ 2.1	+ 4.2
<i>Immigration</i> .....	1st 6 mos 1964	51,323	—	+23.8
Destined to the labour force.....		26,129	—	+22.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	August	68	- 5.6	+23.6
No. of workers involved.....	August	11,418	-37.2	- 1.6
Duration in man-days.....	August	108,200	-26.8	+47.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	June	\$86.63	- 0.2	+ 3.5
Average hourly earnings (mfg.).....	June	\$ 2.02	0.0	+ 4.1
Average hours worked per week (mfg.).....	June	41.2	- 0.5	+ 0.7
Average weekly wages (mfg.).....	June	\$83.21	- 0.4	+ 4.5
Consumer price index (1949=100).....	August	136.1	- 0.1	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100).....	June	146.4	- 1.0	+ 2.4
Total labour income.....\$000,000.	June	1,991	+ 2.5	+ 8.0
<i>Industrial Production</i>				
Total (average 1949=100).....	July	197.6	-10.2	+ 8.0
Manufacturing.....	July	174.4	-11.4	+ 6.7
Durables.....	July	177.6	-13.8	+ 7.5
Non-durables.....	July	171.6	- 9.3	+ 5.9
<i>New Residential Construction (b)</i>				
Starts.....	August	11,912	-16.0	+ 5.9
Completions.....	August	8,489	-10.3	- 2.3
Under construction.....	August	75,510	+ 4.7	+ 7.8

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



## Special Services Rehabilitation Unit J.V.S.

*Established on experimental basis in 1962, Unit demonstrates possibility of preventing chronic dependency for many persons*

The Special Services Rehabilitation Unit of the Jewish Vocational Service in Toronto, established on an experimental basis in February 1962 to test the feasibility of rehabilitating chronically dependent clients of health and welfare agencies, was undertaken on a continuing basis on January 1, 1963 with the assistance of a grant from the Laidlaw Foundation.

Throughout the year, the Unit improvised and tested new approaches for coping with special problems presented by the chronic client. Although still not firmly crystallized, the basic structure of the program is beginning to take shape and is demonstrating the possibility of preventing chronic dependency for a substantial number of persons.

The Unit consists of a workshop offering paid employment under controlled working conditions to selected clients. During the individual's stay in the program, a professionally-trained staff of vocational counsellors and psychologists assesses his basic work potential and, through counselling and manipulation of the work environment, prepares him for employment in the regular labour force or, as a secondary measure, in a sheltered workshop offering long-term paid employment.

Three basic criteria are observed in selecting clients for this service.

1. They must be chronically dependent upon health or welfare agencies or be regarded as potential chronic dependents.
2. They must be physically and mentally capable of coming to the workshop without assistance.
3. They must be eligible for rehabilitation services within the terms of the Rehabilitation Services Act of Ontario.

### Characteristics of Clients

In general, the clients exhibit some of the abnormalities observed in clients entering the Jewish Vocational Rehabilitation Workshop, which is a quite separate program for convalescent mental patients. The disabilities of these clients are more pronounced, however, as they have existed for long periods and have become patterns of behaviour.

The most common characteristics are:

—Lack of a basic concept of the meaning of work in our society, little sense of

responsibility, and indifference to accepted working requirements such as regular and punctual attendance;

—Productivity far below average;

—Resistance to changes in customary patterns of behaviour;

—Tendency to withdraw from the stress normally associated with daily living;

—Easily upset by work and psychological pressures.

With such clients, a modest rate of success must be expected. Nevertheless, 74 persons (55 male and 19 female) had been served by this experimental program by the end of 1963. More than 50 per cent of the group entered the competitive labour force and another 3 per cent undertook a vocational training program after receiving services of the SSRU.

### Improving the Program

Experience has shown the importance of careful selection of clients for the program. Unless the Unit can develop ways to identify persons reasonably able to benefit from its program, it will dissipate its resources on "hopeless" cases. Therefore, a major emphasis of the program during the past year has been placed upon the selection of clients. As a means of improving selection procedures, clients were placed first in the Jewish Vocational Workshop for a three week or longer period of observation and assessment.

During 1963 a limited number of convalescent mental patients who had completed the 12-week term of assessment and work adjustment training in the Jewish Vocational Workshop but were not ready for referral to regular employment were admitted to the program. The SSRU proved to be of value, providing a few additional weeks of work conditioning in preparation for regular employment.

Experience in the program has shown that rushing clients through a treatment program is unwise and frequently sparks a setback in their rehabilitation. Nevertheless, of those served by the program fewer than 10 per cent received services for more than six months and only one continued beyond one year.

## Department's Brief to Senate Committee

*Department submits to Special Committee of the Senate on Aging a two-part brief that constitutes a concise analysis of the older worker problem today and in foreseeable future*

On July 2, the Department of Labour submitted a brief on the social and economic problems of the older worker to the Special Committee of the Senate on Aging.

The document is in two parts, each of which complements the other. Together, they constitute a concise, statistical, economic and social analysis of the older worker problem as it is today and is likely to be in the foreseeable future.

Part I is a statistical and research analysis of the effects of aging on individuals in the labour market. Certain factors, it points out, operate in the employment market that make it increasingly difficult for people, as they grow older, to obtain work and earn an income. The possible magnitude of this problem in the foreseeable future is examined and action for dealing with it is suggested.

Part II attempts to describe some of the complexities of the older worker problem, its basic causes and its relationship to the problems of aging generally; and the efforts that have been made to create a more favourable employment market for older workers. In addition, this part outlines the possibilities inherent in the application of vocational rehabilitation principles and practices to older disabled workers.

Part I discusses, with the aid of tables and charts, some of the factors that appear to affect the competitiveness of male workers as they age. With the exception of the young (under 25), who are preparing themselves for work, the work force participation rate is high until age 55, when it drops some 10 percentage points, and after age 65, when there is a large drop due to retirements. In other words, men participate less in the labour force as they grow older.

Excepting those under 25 years of age, unemployment rates rise slightly with each age group in times of fairly full employment but when employment becomes less full, there is a sharp rise in the rate for the 55-64 age group. This suggests that to some extent workers in this older group are employable in good times, but expendable in bad times.

The statistical paper shows that younger workers undergo more short-term unemployment than older workers (45 and over), but older workers suffer more long-term unemployment (more than 6 months). It is

obvious that older job seekers find it more difficult to get back into employment, and the longer they are unemployed, the less competitive they become.

The brief shows that men aged 45 and over constitute some 34 per cent of all male employment, with larger percentages in managerial occupations, personal services and agriculture. This suggests that where competition depends to a large extent on the individual's knowledge and judgment, aging can be a positive factor, for example, in the managerial group. In occupations where physical effort and/or speed are involved, however, age can be a negative factor.

It is pointed out in Part II that prolonged unemployment generally inflicts mental and physical hardships on the older worker, particularly when he has dependents. Too, without income he virtually ceases to be a producer or consumer on a normal scale and so, in proportion to his numbers, represents a loss to the economy. There is also the added cost of various forms of support during his non-productive period, which may be long in the absence of appropriate methods for re-establishing him in steady employment.

It is now becoming a generally accepted fact that of all the many problems of aging, maintenance of income is one of the most important: with adequate income at retirement, the other problems, social, psychological, welfare, health or housing, etc., tend to diminish—and the foundation for an adequate retirement income is steady employment for the 15 or 20 years preceding retirement.

The effects of this aspect of the over-all problem extend into many areas of human predicament, thus the ultimate solution must, inevitably, involve the co-operative efforts of numerous organizations, including governments at all levels, management and organized labour, social welfare agencies and educationists.

The presentation was made on behalf of the Labour Department by Dr. Gil Schonning, Assistant Director, Economics and Research Branch, and Ian Campbell, National Co-ordinator, Civilian Rehabilitation, and Chairman, Interdepartmental Committee on Older Workers.



# The Visiting Homemaker

*Occupation of Visiting Homemaker, who temporarily assumes a mother's household duties during emergency, is particularly suited to mature women entering or re-entering labour force*

The Visiting Homemaker assumes a mother's household duties, temporarily, during an emergency such as the mother's illness. In some localities, Homemakers may also assist aged persons in the maintenance of a home when they have no other adult to rely on.

The occupation of Visiting Homemaker is particularly suited to the mature woman entering or re-entering the labour force. After performing essentially the same functions in her own home over a period of years, she may readily adapt her work methods to suit the needs of the home in which she temporarily finds herself. She will, in addition, have the advantage of guidance and training from the agency.

Homemaker services exist in approximately 55 communities in Canada; the Canadian Red Cross Society has been instrumental in setting up most of them. About 34 of the services are in Ontario, and the others are spread over six of the other provinces. Toronto, Ottawa and Hamilton now have independent agencies.

Duties of a Visiting Homemaker include: care of children; shopping for food, and planning and preparing nourishing meals; the preparation of special diets when required; light housekeeping duties (heavy or seasonal cleaning is excluded); light laundry, ironing and essential mending of clothing; personal care, including assistance in walking, climbing or descending stairs, getting into or out of bed, eating, dressing, bathing and other matters of personal hygiene; and simple bedside care, when required, under the direction of a physician or nurse. Homemakers' duties do not include nursing services.

A travelling supervisor is available at all times to offer advice in dealing with any problems that arise.

**Qualifications** required of a Homemaker are: an even temperament, personal warmth, honesty, practical knowledge in caring for children and a home, willingness to travel long distances to and from work when necessary, and the ability to understand training course instructions and write simple reports.

Regulations made under the Ontario Homemakers and Nurses Services Act (1958) specify that a Homemaker must have a yearly medical examination and be

certified by a physician as being in good health and physically fit for her duties and that she must be of suitable age, health and personality to carry out the duties.

**Courses of instruction** may be provided for recently employed Homemakers; an example is the training given by the Visiting Homemakers Association of Toronto, which holds a two-week training course each June, for recent recruits. The trainees attend all-day sessions five days a week, and are paid during this period.

Talks and demonstrations are given by professionals on such subjects as: the organization and management of the home; the care and laundering of clothing; human development and behaviour; planning menus, budgeting and buying; the duties of public health nurse; home nursing; family relationships and the role of the Homemaker; and related community services.

Other subjects are mental illness, and understanding the mentally ill and the problems of handicapped children. Field trips are taken to community institutions and treatment centres. Food laboratories are provided that enable the trainees to take part in cooking demonstrations.

**Working conditions** across Canada vary with local conditions and the needs of the family in which the Homemaker is employed. A Committee on Standards of Employment for Visiting Homemakers has been established by the Canadian Welfare Council to set up desirable standards for the job of Homemaker, and to provide a goal for social agencies operating a Visiting Homemaker Service to aim at.

Although starting and quitting times vary, the recognized normal work day is one of nine hours; the normal work week, one of five days, from Monday to Friday. A 15-minute rest period should be provided morning and afternoon but, because children must be supervised during lunch, a lunch period free from duty should not be expected.

Under special circumstances, arrangements may be made with the agency to obtain weekend Homemaker service. Senior citizens, on the other hand, may need only part-time service, for example, two hours a day, three days per week. This may provide employment for qualified persons who are unable to accept full-time work.

# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During September, October and November, 1964

(except those under negotiation in August)

Company and Location	Union
Alberta Government Telephones .....	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones .....	IBEW (AFL-CIO/CLC) (traffic empl.)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Marentont Acme, Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Chrysler Corp., Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que. ....	Glass Bottle Blowers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont. ....	Printing Pressmen (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont. ....	UE (Ind.)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ..	Auto Wkrs. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Kimberly-Clark Pulp & Paper, Longlac, Ont. ....	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
Montreal City, Que. ....	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que. ....	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que. ....	Public Service Empl. (CLC) (outside empl.)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Saskatchewan Government Telephones .....	Communications Wkrs. (AFL-CIO/CLC)

### Part II—Negotiations in Progress During August

(except those concluded in August)

#### Bargaining

Abitibi Power & Paper, northern Ontario .....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B. ....	Bakery Wkrs. (CLC)
Bata Shoe, Batawa, Ont. ....	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Canada Safeway, Loblaws, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Canadair, Ville St. Laurent, Que. ....	Machinists (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Continental Can, Chatham, Toronto, New Toronto, Ont., Edmonton, Alta. & Vancouver, B.C. ....	Steelworkers (AFL-CIO/CLC)
Dominion Bridge, Lachine & Longue Pointe, Que. ....	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont. ....	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.



Company and Location	Union
General Steel Wares & Easy Washing Machine, London, Toronto, Ont., & Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Carpenters (Lumber & Sawmill Wkrs. (AFL-CIO/CLC)
	Public Empl. (CLC)
Hydro-Electric Power Commission of Ontario ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que. ....	Railway, Transport & General Wkrs. (CLC)
Montreal Transportation Commission, Montreal, Que. ....	IBEW (AFL-CIO/CLC) (traffic empl.)
New Brunswick Telephone ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont. ....	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
	Steelworkers (AFL-CIO/CLC)
	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
	Sask. Govt. Empl. Assn. (Ind.) (classified services)
	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
	Steelworkers (AFL-CIO/CLC)
	Fire Fighters (AFL-CIO/CLC)
	Merchant Service Guild (CLC)
	Teamsters (Ind.)
	CLC-chartered-local

### **Conciliation Officer**

Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Aluminum Co. of Canada, Arvida & other centres, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que. ....	Metal Trades' Federation (CNTU)
B.C. Hydro & Power Authority ....	Street Railway Empl. (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que. ....	IUE (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee ....	Seafarers (AFL-CIO) (unlicensed personnel)
John Murdock, St. Raymond, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Motor Transport Industrial Relations Bureau (car carriers), Ont. & Que. ....	Teamsters (Ind.)
Steel Co. of Canada (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont. ....	Public Empl. (CLC) (inside empl.)

### **Conciliation Board**

Air Canada ....	Machinists (AFL-CIO/CLC)
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper Nfld. Contractors' Assn., Nfld. ....	Carpenters (AFL-CIO/CLC)
Associated Clothing Mfrs, Montreal, Que. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide ....	Moving Picture Machine Operators (AFL-CIO/CLC)
	Mine Wkrs. (Ind.)
Coal Operators' Assn., Alta. & B.C. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Stores, Hamilton & other centres, Ont. Power Super Markets, Hamilton, Oshawa & Toronto, Ont. ....	Butcher Workmen (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que. Toronto City, Ont. ....	Public Service Empl. Federation (CNTU)
Toronto Metro., Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (inside empl.)
	Public Empl. (CLC) (outside empl.)

### **Post-Conciliation Bargaining**

Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
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### **Industrial Inquiry Commission**

Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
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### **Arbitration**

Ottawa City, Ont. ....	Public Empl. (CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (outside empl.)

### **Work Stoppage**

International Nickel, Thompson, Man. ....	Steelworkers (AFL-CIO/CLC)
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### Part III—Settlements Reached during August

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ASSN. PATRONALE DES SERVICES HOSPITALIERS (5 HOSPITALS), ARTHABASKA, DRUMMONDVILLE & NICOLET, QUE.—SERVICE EMPL. FEDERATION (CNTU): 1-yr. agreement covering 550 empl.—wage increases of \$4 a wk. retroactive to Oct. 14, 1963 and \$4 a wk. eff. June 29, 1964 for male empl.; wage increases of \$3 a wk. retroactive to Oct. 14, 1963 and \$3 a wk. eff. June 29, 1964 and \$3 a wk. eff. Jan. 1, 1965 for female empl.; broken shift premium of 65¢ a day; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.), 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 12 yrs. of service (new provision); agreement to expire June 28, 1965.

ASSN. PATRONALE DU COMMERCE (HARDWARE SECTION), QUEBEC, QUE.—COMMERCE & OFFICE EMPL. (CNTU): 2-yr. agreement covering 2,000 empl.—wage increases of \$1.50 a wk. eff. May 1, 1964, \$1.50 a wk. eff. Nov. 1, 1964, \$1.50 a wk. eff. May 1, 1965 and \$1.50 a wk. eff. Nov. 1, 1965; work wk. reduced from 45 to 42½ hrs. with maintenance of pay; work wk. to be 40 hrs. from June 15 to Sept. 15; 11 paid holidays (formerly 10); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); agreement to expire March 16, 1966.

B.C. TELEPHONE, B.C.—B.C. TELEPHONE WKRS. (IND.): 2-yr. agreement covering 4,700 empl.—wage increases of \$1.25 a day retroactive to April 1, 1964 and \$1.10 a day eff. April 1, 1965 for plant empl.; wage increases of 5% retroactive to April 1, 1964 and 5% eff. April 1, 1965 for traffic and clerical empl.; additional wage increases of 30¢ a day retroactive to April 1, 1964 and 20¢ a day eff. April 1, 1965 on top rates for tradesmen; 3 wks. vacation after 5 yrs. of service (formerly after 7 yrs.); agreement to expire March 31, 1966.

BURNS & CO., WINNIPEG, MAN., REGINA & PRINCE ALBERT, SASK., CALGARY & EDMONTON, ALTA., & VANCOUVER, B.C.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 3,200 empl.—wage increases of 6¢ an hr. retroactive to April 1, 1964 and 5¢ an hr. eff. April 1, 1965; increment between labour grades to be increased to 4¢ from 3½¢; hrs. worked in excess of 13 hrs. a day to be paid at double time (formerly after 14 hrs.); Saturday and Sunday premium to be 75¢ an hr. (formerly 20¢ for Saturday and 30¢ for Sunday); 3 wks. vacation after 10 yrs. of service (at present after 12 yrs.) eff. April 1, 1965; employer to assume full cost of certain welfare arrangements including new major medical plan; agreement to expire March 31, 1966.

BURNS & CO. (EASTERN), KITCHENER, ONT.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 6¢ an hr. eff. Aug. 1, 1964 and 5¢ an hr. eff. Aug. 1, 1965; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); agreement to expire Aug. 1, 1966.

CANADA PACKERS, CHARLOTTETOWN, P.E.I., MONTREAL & HULL, QUE., TORONTO & PETERBOROUGH, ONT., WINNIPEG, MAN., EDMONTON, ALTA., & VANCOUVER, B.C.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 6,000 empl.—wage increases of 6¢ an hr. retroactive to April 1, 1964 and 5¢ an hr. eff. April 1, 1965; increment between labour grades to be increased to 4¢ from 3½¢ eff. April 1, 1965; Saturday and Sunday premiums increased to 60¢ an hr. (formerly 20¢ for Saturday and 30¢ for Sunday) eff. Aug. 1, 1964 and to 75¢ an hr. eff. April 1, 1965; 3 wks. vacation after 10 yrs. of service (at present after 12 yrs.) eff. April 1, 1965; bereavement pay up to 3 days (formerly 2 days) eff. Aug. 1, 1964; life insurance increased to \$5,000 from \$4,000 eff. Aug. 1, 1964; employer to pay premiums for additional \$1,000 and to continue paying 50% of \$4,000 coverage; employer to pay full premiums for life insurance eff. April 1, 1965; contributory sick pay plan to provide 4 wks. after 6 mos. of service, 16 wks. after 18 mos. of service, 26 wks. after 5 yrs. of service, 34 wks. after 7 yrs. of service and 52 wks. after 10 yrs. of service; sick pay to be \$50 a wk. for male empl. (formerly \$45) and \$40 a wk. for female empl. (formerly \$36) during first 4 wks. and \$55 a wk. for male empl. (formerly \$50) and \$44 a wk. (formerly \$40) during fifth and subsequent wks.; employer to pay increase in Ontario hospital insurance premiums (standard ward) and 68% of increase in Manitoba hospital insurance premiums (standard ward) eff. Aug. 1, 1964 (employer paid 50% of premiums previously) and to pay 100% of hospital insurance premiums eff. April 1, 1965; new major medical plan introduced Aug. 1, 1964 for empl. participating in existing medical-surgical plan—maximum major medical benefit to be \$5,000, and deductible amounts to be \$25 per empl. and up to \$75 per family per calendar yr.: employer to pay present premiums toward existing medical-surgical plan (previously contributory) for existing participants and toward major medical plan; contributions toward future increases in premiums to be negotiable; new arrangement for medical insurance not available to empl. covered by outside medical-surgical plans; empl. heretofore covered by outside plans, e.g., those covered as dependents of empl. of other firms, may join Canada Packers medical-surgical plan, provided they pay premiums (97¢ for single empl. and \$3.11 for dependent coverage), and will be eligible to join new major medical plan on a non-contributory basis; agreement to expire March 31, 1966.

CANADA SAFEWAY, DOMINION STORES, I.G.A., LOBLAWS & OTHERS, VANCOUVER, VICTORIA, NEW WESTMINSTER & OTHER LOCALITIES, B.C.—RETAIL CLERKS (AFL-CIO/CLC): 3-yr. agreement covering 3,000 empl.—wage increases of 5¢ an hr. retroactive to April 20, 1964, 5¢ an hr. eff. Oct. 5, 1964, 5¢ an hr. eff. April 19, 1965, 5¢ an hr. eff. Jan. 3, 1966 and 5¢ an hr. effective Oct. 3, 1966 for full-time empl.; wage increases of 10¢ an hr. retroactive to April 20, 1964, 5¢ an hr. eff. Oct. 5, 1964, 5¢ an hr. eff. April 19, 1964, 10¢ an hr. eff. Jan. 3, 1966 and 5¢ an hr. eff. Oct. 3, 1966 for part-time empl.; rate for male clerk will be \$80. a week after Oct. 3, 1966; agreement to expire April 18, 1967.

CDN. BRITISH ALUMINUM, BAIE COMEAU, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 900 empl.—settlement pay of \$60; wage increases of 3¢ an hr. eff. April 1, 1965 and 4¢ an hr. eff. April 1, 1966; work wk. to be 40 hrs. eff. Jan. 3, 1965 (at present 42 hrs.); 10 wks. vacation with 13 wks. pay every 5 yrs. (new provision); employer to contribute 2¢ an hr. toward accident and sickness insurance plan eff. Aug. 10, 1964; rate for labourer after April 1, 1966 will be \$2.38 an hr.; agreement to expire May 1, 1967.



CDN. GLOVE MFRS. ASSN., MONTREAL. LORETTEVILLE, MARIEVILLE, ST. RAYMOND & ST. TITE, QUE.—CLOTHING WKRS. FEDERATION (CNTU): 3-agreement covering 1,180 empl.—wage increases of 2½¢ retroactive to March 1, 1964, 2½¢ eff. Aug. 1, 1964, 5¢ eff. Jan. 1, 1965 and 5¢ an hr. eff. Jan. 1, 1966; increases of 10% on base rates for apprentices; work wk. reduced from 44 to 40 hrs. with maintenance of pay; 2 wks. vacation with 4% of earnings after 1 yr. of service; 2 wks. vacation @ average wage rate or 5% of earnings, whichever is greater, after 5 yrs. of service (formerly after 10 yrs.) and 2 wks. vacation @ average wage rate or 6% of earnings, whichever is greater, after 10 yrs. of service (formerly after 15 yrs.); employer to contribute ½¢ an hr. to union education fund; rates for labourers will average \$1.50 an hr. at Montreal and \$1.40 an hr. at other centres after Jan. 1, 1966; agreement to expire Feb. 28, 1967.

CAN. WIRE & CABLE, LEASIDE, ONT.—UE (IND.): 3-yr. agreement covering 1,100 empl.—wage increases of 6¢ an hr. eff. Aug. 24, 1964, 6¢ an hr. eff. Aug. 23, 1965 and 5¢ an hr. eff. Aug. 23, 1966; additional wage increase of 4¢ an hr. for tradesmen eff. Aug. 24, 1964; 3 wks. vacation after 13 yrs. of service (formerly after 15 yrs.); 3 days bereavement leave (new provision); rate for labourer will be \$2.09 an hr. after Aug. 23, 1966; agreement to expire Aug. 22, 1967.

CARLING, KIEWEL, LABATT'S, MOLSON'S, O'KEEFE & PELISSIER'S BREWERIES, WINNIPEG, MAN.—BREWERY WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—general wage increases of 2½¢ eff. June 1, 1964 and 3¢ eff. June 1, 1965; 4 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); afternoon shift premium to be 10¢ an hr. (formerly 8¢); company-paid life insurance of \$5,000; company to assume full cost of hospital insurance for retired empl.; agreement to expire May 31, 1966.

CELGAR LTD., WATSON ISLAND, B.C.—PULP & PAPER WKRS. OF CANADA (IND.): 1-yr. agreement covering 540 empl.—general wage increase of 5%; additional adjustment for skilled mechanics; night shift premium increased to 15¢ an hr. (formerly 13¢); provision for a new accidental death and dismemberment plan, premiums to be paid by empl.; rate for labourer \$2.29 an hr.; agreement to expire June 30, 1965.

COURTAULDS CANADA, CORNWALL, ONT.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 22-mo. agreement covering 1,700 empl.—general wage increases of 8¢ an hr. eff. June 28, 1964, 6¢ an hr. eff. July 4, 1965 and 2¢ an hr. eff. Dec. 5, 1965; additional classification adjustments of 3¢ to 6¢ an hr.; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); evening and night shift premiums increased to 4¢ an hr. and 7¢ an hr. respectively (formerly 3¢ and 4¢); employer to pay 50% of premiums of hospital insurance for retired empl.; rate for labourer will be \$2.01 an hr. after Dec. 5, 1965; agreement to expire April 30, 1966.

DOMINION GLASS, REDCLIFF, ALTA.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 9¢ an hr. eff. June 16, 1964 and 4¢ an hr. eff. June 16, 1965; rate for labourer will be \$1.87 an hr. after June 16, 1965; agreement to expire June 16, 1966.

DOMTAR NEWSPRINT, DOLBEAU, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 2-yr. agreement covering 1,000 empl.—wage increases of 8% retroactive to April 1, 1964 and 2% eff. April 1, 1965; increases of 50¢ per cunit retroactive to April 1, 1964 and 30¢ per cunit eff. April 1, 1965 on piece rates; work wk. to be reduced from 54 to 50 hrs. with maintenance of pay eff. April 1, 1965; 1 paid holiday per mo. for day workers and 2 paid holidays per mo. for empl. such as stablemen and sluice gatemen eff. April 1, 1965 (new provision); night shift premium of 4¢ an hr. eff. April 1, 1964 (new provision); compensation for time required to reach job site and for use of private automobiles; night shift premium of 4¢ an hr.; vacation pay to be 3% of gross earnings (formerly 2½%) after 50 days of service and 4% after 4 consecutive seasons of service; rate for labourer will be \$1.50 an hr. after April 1, 1965; agreement to expire March 31, 1966.

E. B. EDDY, HULL, QUE.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & MACHINISTS (AFL-CIO/CLC): 1-yr. agreement covering 1,730 empl.—general wage increase of 9¢ an hr. retroactive to May 1, 1964; additional wage increase of 1¢ an hr. on base rate; classification adjustments of 2¢ to 5¢ an hr.; evening and night shift premiums increased to 8¢ and 13¢ an hr. respectively (formerly 7¢ and 12¢); rate for labourer \$2 an hr.; agreement to expire April 30, 1965.

HOSPITALS, MONTREAL, CARTIERVILLE, HULL, JOLIETTE, LACHINE, VALLEYFIELD, VERDUN, AND OTHER CENTRES, QUE.—SERVICE EMPL. FEDERATION (CNTU): 2-yr. agreement covering approx. 15,000 empl.—general wage increases of \$4 a wk. retroactive to Jan. 1, 1964 and \$5 a wk. eff. Jan. 1, 1965; additional wage increase of \$5 a wk. for all empl. with 10 or more yrs. of service; work wk. to be reduced from 40 to 37½ hrs. for empl. in nursing departments; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); 4 wks. vacation after 12 yrs. of service (new provision); sick leave credit increased from 90 to 120 days with the same maximum of 60 days paid; employers to contribute \$5 a mo. per empl. toward a new medical insurance plan; provision for employment guarantee for empl. affected by changes in operations; rate for female cleaner will be \$51 a wk. after Jan. 1, 1965; agreement to expire Dec. 31, 1965.

HOTEL DIEU ST. VALLIER, CHICOUTIMI, QUE.—SERVICE EMPL. FEDERATION (CNTU): 1-yr. agreement covering 600 empl.—wage increases of \$3 a wk. eff. July 1, 1964 and \$4 a wk. eff. Jan. 1, 1965 for female empl.; wage increase of \$5 a wk. eff. July 1, 1964 for male empl.; work wk. for office empl. reduced from 40 hrs. to 37½ hrs. with maintenance of pay eff. July 1, 1964; 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 12 yrs. of service (formerly after 20 yrs.); rate for orderly with 6 mos. service \$71 a wk.; agreement to expire July 1, 1965.

INTERIOR FOREST LABOUR RELATIONS ASSN., SOUTHERN B.C.—WOODWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 4,000 empl.—wage increases of 10¢ an hr. eff. Sept. 1, 1964, 9¢ an hr. eff. June 1, 1965, 9¢ an hr. eff. March 1, 1966 and 9¢ an hr. eff. Dec. 1, 1966; additional wage increases of 10¢ an hr. eff. Sept. 1, 1964 and 10¢ an hr. eff. Sept. 1, 1965 for tradesmen;

(Continued on page 828)

# TEAMWORK in INDUSTRY

A re-organized labour-management committee is working more effectively than ever in the dairy, one of the most modern in North America, opened recently at Burnaby, B.C., by the Fraser Valley Milk Producers' Association.

The move to the new \$5 million plant meant that six autonomous committees in the Association's widely scattered plants and delivery depots had to be disbanded. In their place, a streamlined 24-man labour-management committee was formed to represent all milk and ice cream driver-salesmen.

## Two Sections

The new committee consists of two sections, representing wholesale and retail drivers. They convene in separate meeting areas, but on the same night, so that the whole committee can be brought together when matters of mutual interest come up for discussion.

Interest in the committee extends beyond the 12 labour and 12 management members. Monthly meetings are open to anyone on the sales staff, and attendance is particularly good when guest speakers explain the operation of other departments of the company. For those who don't attend, minutes of committee meetings are posted. Employees who submit suggestions for committee consideration receive a written reply.

Although the new committee currently represents only the 350-man Dairyland sales force, both labour and management hope to form additional committees representing even more of the Association's 900 employees. Peter Wilson, business agent of Teamsters Local 464, which represents most of the Dairyland sales staff, says the committee "leads to better understanding and co-operation. We hope the idea will soon be extended to include plant staff."

Association General Manager L. A. Atkinson says that the labour-management committee "provides a means of communication leading to an atmosphere of

understanding of mutual problems. The function of the committee seems to be well appreciated by both groups, judging by attendance at meetings."

The man who represents the Association in union contract negotiations, Assistant General Manager George Okulitch, is also a strong supporter of the committee. "It has made a significant contribution to labour-management understanding," he asserted. "I would like to see other committees established to extend this good work into production and other segments of the staff."

## Pattern of Co-operation

Retiring Postmaster R. T. Cairney of Port Arthur, Ont., claims that Post Offices across the country "would be better off if they had active labour-management committees in operation." Interviewed prior to his recent retirement, Mr. Cairney declared that "the Port Arthur Post Office was one of the best I have ever worked in because the staff was extremely co-operative." He pointed out that the pattern of co-operation was set up through the Post Office's labour-management committee.

At the height of the Christmas rush last year, Mr. Cairney recalled, not one man stayed off work for any reason. He stated that Post Offices across the country are plagued with problems of absenteeism at Christmas, when employees are needed most.

## CNR Employee Suggestions

Employee suggestions adopted by Canadian National Railways last year yielded the company \$95,176 in tangible savings—the highest annual savings since the plan was instituted 15 years ago. D. S. Miville, Montreal, general supervisor of employee services and suggestions at CN, reported that the quality of the suggestions was very high when measured in economic return to the company.

"The advantage of any suggestion plan," he said, "is that it pulls the employee into the company's operations. In his own way, the employee involves himself with the running of the organization by suggesting ways his company can improve its methods and services. And no one is better equipped to offer suggestions on improving work methods than the employee who is doing the job."

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during July.

The Board issued three certificates designating bargaining agents, ordered four representation votes and rejected one application for certification. During the month the Board received twenty-six applications for certification.

### Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, General Truck Drivers Local 938, Transport Drivers, Warehousemen and Helpers Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dockmen, drivers and mechanics employed by Taggart Service Limited, Ottawa, Ont. (L.G., June, p. 493) (see "Reasons for Judgment," below).

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of The St. Lawrence Seaway Authority employed on its Welland Ship Canal Twinning project. (L.G., Aug., p. 716). The Welland Canal Construction Council had intervened.

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Berven Enterprises Ltd., Burnaby, B.C. (application received during month, see below).

### Representation Votes Ordered

1. Seafarers' International Union of Canada, applicant, and Quebec Cartier Mining Company, Port Cartier, Que., respondent (L.G., July, p. 574). (Returning Officer: R. L. Fournier).

2. National Syndicate of Employees of the Montreal Harbour (CNTU), applicant, National Harbours Board, Montreal, Que., respondent (grain elevators) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot. (L.G., July, p. 574). (Returning Officer: Miss M. P. Bigras).

3. National Syndicate of Employees of the Montreal Harbour (CNTU), applicant,

National Harbours Board, Montreal, Que., respondent (general forces) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot. (L.G., July p. 574). (Returning Officer: Miss M. P. Bigras).

4. National Syndicate of Employees of the Montreal Harbour (CNTU), applicant, National Harbours Board, respondent (cold storage warehouse) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot. (L.G., July, p. 574). (Returning Officer: Miss M. P. Bigras).

### Application for Certification Rejected

National Syndicate of Employees of Quebec Harbour (CNTU), applicant, and the National Harbours Board, Quebec, Que., respondent (general operations, maintenance and cold storage). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, the certified bargaining agent holding a collective agreement covering the employees affected, had intervened. The application was rejected for the reason that it was premature, having been made prior to the expiry of ten months of the term of the existing collective agreement. The Board found no special circumstances that would warrant its granting the applicant's request for consent, under Section 7(4) of the Act, to the making of the application before the expiry of the ten-month period.

### Applications for Certification Received

1. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Sutcliffe Shipping Company Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

2. D. S. Scott Employee Association on behalf of a unit of employees of D. S. Scott Transport Limited, London, Ont. (Investigating Officer: S. Emmerson).

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of marine engineers employed by Berven Enterprises Ltd., Burnaby, B.C. (Investigating Officer: G. H. Purvis) (see "Applications for Certification Granted" above).

4. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Verreault Navigation Incorporated, Les Méchins, Que. (Investigating Officer: R. L. Fournier).

5. Kearns Transport Employees Association on behalf of a unit of employees of Kearns Transport Limited, Regina, Sask. (Investigating Officer: C. Arthur Frey).

6. International Association of Machinists on behalf of a unit of employees of Air Canada employed in its printing bureau in Montreal, Que. (Investigating Officer: Miss M. P. Bigras).

7. Federation of Telephone Workers of British Columbia on behalf of a unit of engineering assistants employed by the British Columbia Telephone Company, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

8. Professional Transport Workers Union of Canada on behalf of a unit of employees in Alberta, Saskatchewan, and British Columbia employed by H. M. Trimble & Sons Ltd., Calgary, Alta. (Investigating Officer: G. H. Purvis).

9. Western District Diamond Drillers' Union, Local 1005, I.U.M.M. & S.W. (Canada), on behalf of a unit of employees in the Yukon Territory employed by Canadian Longyear Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

10. Canadian Union of Public Employees on behalf of a unit of employees of the Lakehead Harbour Commissioners, Port Arthur, Ont. (Investigating Officer: C. Arthur Frey).

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### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



11. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Norlake Steamships Co. Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

12. International Association of Machinists, Lodge 767, on behalf of a unit of employees in the Mechanical Department—Heating Plant of the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (Investigating Officer: R. L. Fournier).

13. International Association of Machinists, Lodge 767, on behalf of a unit of Tool Crib Attendants employed by the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (Investigating Officer: R. L. Fournier).

14. District 50, United Mine Workers of America on behalf of a unit of licensed personnel employed by La Compagnie de Navigation du Golfe, Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

15. District 50, United Mine Workers of America on behalf of a unit of unlicensed personnel employed by La Compagnie de Navigation du Golfe, Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

16. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 352, on behalf of a unit of Longshoremen employed by the Quebec North Shore Paper Co., Baie Comeau, Que. (Investigating Officer: R. L. Fournier).

17. District 50, United Mine Workers of America on behalf of a unit of licensed personnel employed by Polaris Shipping Ltd., Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

18. District 50, United Mine Workers of America on behalf of a unit of unlicensed personnel employed by Polaris Shipping Ltd., Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

19. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by North Shipping Transportation, Ste-Foy, Que. (Investigating Officer: R. L. Fournier).

20. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Polaris Shipping Limited, Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

21. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Scott Misener Steamships Limited, Port Colborne, Ont. (Investigating Officer: M. Horenblas).

22. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Orleans Navigation Ltee., St. Laurent, Ile D'Orleans, Que. (Investigating Officer: R. L. Fournier).

23. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by North Shore Shipping Lines Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

24. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by North Shipping Lines Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

25. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by North Shipping & Transportation Ltd., Ste-Foy, Que. (Investigating Officer: Miss M. P. Bigras).

26. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by North Shipping & Transportation Ltd., Ste-Foy, Que. (Investigating Officer: Miss M. P. Bigras).

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"Within Shakespeare's lifetime Stratford attained its majority as a self-governing borough, sufficient to itself, . . .

"Within the town this was a time of increasing activity and efficiency in organizing trades and crafts—to control conditions of apprenticeship and uphold standards of craftsmanship, and better to carry weaker members and provide for the poor. The aim was to bring all the working members of a craft into some company or other—first the bakers: baking was under the direct control of the corporation, no baker could own more than one bakehouse, for obvious reasons. Then in rapid succession in the 1570's followed the smiths, next the weavers, whose early ordinances still survive, then the masons, joiners, carpenters and the trades involved in building formed one company. In 1578 the shoemakers and saddlers came together, in 1581 the drapers; in 1604 there was a merger to form the biggest company, mercers, grocers, drapers and hatters. In 1606 there followed the glovers and whittawers, that is those who worked the softer, white skins in contrast to tanners. The glovers reached their heyday in Shakespeare's lifetime; there were seven or eight of them, some of them to the fore on the corporation, his father notably."

—William Shakespeare, by A. L. Rowse.

# Reasons for Judgment

## in application for certification affecting

*Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, and General Truck Drivers, Local 938 and Transport Drivers, Warehousemen, Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America*

*Applicants*

*and*

*Taggart Service Limited, Ottawa*

*Respondent*

The Applicants, which are three trade union locals in the Province of Ontario and Quebec chartered by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, apply to be jointly certified as bargaining agent of a bargaining unit consisting of all employees of the Respondent save and except foremen, dispatchers, and those above the rank of foremen and dispatchers, office staff, freight solicitors and part-time employees. In terms of the classifications of employees appearing on the payrolls of the Respondent, the classifications of employees whom the Applicants desire to represent are drivers, dockmen, truck washers, mechanics, helpers, maintenance men, checkers, and shunters.

The Respondent carries on an interprovincial truck transportation business for highway transportation of general cargo with freight terminals at Montreal, Que. and Kingston, Ottawa, Pembroke, Perth, Renfrew, Toronto, Brockville and Hawkesbury in the Province of Ontario.

A joint application by union locals 106 and 938 of the same international union for certification of a similar unit of employees of the Respondent was made to this Board in 1959 and rejected following a vote of the employees ordered by this Board. A further joint application by union locals 91, 106 and 938 of the said international union for a similar unit of employees of the Respondent was made to this Board in 1962 and rejected following a vote of the employees ordered by this Board.

Subsequent to this last rejection, an application for certification of a similar unit of employees of the Respondent was made to the Board in 1962 by an independent employees association, Taggart Employees Association, and rejected in December 1962 for the reason that the Association

had failed to establish to the satisfaction of the Board that any of the employees affected were members in good standing in accordance with the Board's Rules of Procedure.

Thereafter, the Respondent entered into a collective agreement with the said Association bearing date of March 1, 1963, for a term of three years ending February 28, 1966, thus recognizing the Taggart Employees Association as the bargaining agent for a similar unit of employees of the Respondent. The agreement included a union security provision.

Notwithstanding this agreement the Taggart Employees Association did not intervene to contest the present application, having advised the Board through a letter signed by its President and its Vice-President, that the Association did not desire to do so.

A hearing was held by the Board on the present application on April 29, 1964. The Board found, upon the report of its investigating officers following their investigation of the payroll records of the Respondent and the union membership records of the Applicants, that at the time of the application there were 233 employees in the unit of employees which the Board found to be appropriate, and that 133 of these employees were members in good standing of the Applicants. There was no record of withdrawals from membership having been received by the Applicants subsequent thereto.

At the April hearing, the Board had before it statements purporting to have been signed in or around the last week of March 1964 by 19 employees at Kingston terminals stating that these members of the Taggart Employees Association desired to maintain the Association as bargaining agent; by 9 employees at Pembroke terminal, members of the Association, expressing opposition

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The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, A. J. Hills and A. C. Ross, members.

The Judgment of the Board was delivered by the Chairman.



to the application; by 8 employees at Perth terminal expressing opposition to the application and their desire to have the Association continue to represent them; and by 57 employees at the Ottawa terminal opposing the application; also telegrams addressed to the former solicitor for the Association, and transmitted by him to the Board, from one Gauthier as president of the Montreal branch of the Association stating that the Montreal branch will wait for a vote from the Board on the union, and one purporting to be sent by one McMahon on behalf of the Toronto branch of the Association expressing opposition to the application.

At the hearing, oral evidence was given by one Bradley, shop steward of the Association at Montreal, to the effect that the Montreal branch members of the Association wanted a vote; Publow, a driver from the Perth branch expressing a desire for a vote; Harris, president of the Kingston branch of the Association, expressing the desire on behalf of the members of this branch of the Association for a vote; and from three employees, Rostad, Tapp and Earl, of the Ottawa terminal who stated they were responsible for the organization of the aforementioned petition of the employees at the Ottawa terminal.

There was evidence that a meeting had been held by Terris, the assistant general manager of the Respondent, with Tapp, Rostad and Earl on the Monday before the hearing. However, Terris testified that this meeting was on the sole initiative of the employees to ask for advice as to their course of action, in view of the lack of action of the President of the Association to oppose the application. Terris testified that he had told the employees he could give them no advice other than to get hold of a lawyer. Tapp denied any participation by the Respondent in connection with the petition. Terris denied categorically any action taken on behalf of the Respondent to arrange or encourage the attendance at the hearing of any of the employees who attended and gave evidence.

In the circumstances and in the light of this evidence, the Board ordered a vote of the employees in the unit found appropriate for collective bargaining, with the names only of the Applicants on the ballot. The result of this vote which was held on May 15, 1964, was as follows:

Number of eligible voters .....	234
Number of votes cast .....	232
Number of votes for applicants ....	113
Number of votes against applicants	116
Spoiled ballots .....	3

On May 14, the Chief Executive Officer of the Board received a telegram from the President of the Montreal Local Union 106, one of the Applicants, protesting the propaganda used by the Respondent against the Union and alleging that the Respondent was holding meetings with employees for the Association contrary to section 4 (1) of the Act (meaning the Industrial Relations and Disputes Investigation Act).

On May 20, the day after the counting of the ballots cast at the election of May 15, the Board received an application from the Applicants for a further hearing reading as follows:

1. The Applicant requests a hearing of the Canada Labour Relations Board with respect to the action to be taken arising out of a vote held on the direction of the Board on May 15th with respect to certification of the Applicant as bargaining agent for the employees of the Respondent.

2. The applicant proposes to adduce evidence to show that the employer has been guilty of unfair labour practices under Section 4 of The Industrial Relations and Disputes Act and has intimidated and threatened the employees and has thereby nullified the effect of the vote as aforesaid.

3. In particular, the Applicant alleges that the employer has intimidated the employees as follows:

(a) On Thursday, May 14th, The Respondent held a meeting of its city drivers (Ottawa) on company premises, at which company spokesmen advised employees that if the union came in, the company would reduce hours to twenty-five hours a week. Threats were also made with respect to those company employees who had agreed to act as scrutineers for the union.

(b) At the Toronto Terminal, the company held a meeting of employees on company premises on the evening of the election, Thursday, May 14th, and threatened to reduce hours and vary pensions if the union should be successful in the election.

(c) At the Montreal Terminal, the company called a meeting of company employees on the evening of Wednesday, May 13th, and advised the employees that if the union was successful, no Montreal employees would be used as highway drivers and that hours of work and pay would be reduced.

(d) At the Montreal Terminal, on May 13th and 14th, company officials called employees into the company offices, privately and separately and individually threatened them with reprisals in the event the union was successful.

(e) Three senior company officials watched and beset a union meeting held at St. Anne's Hall in the City of Ottawa on May 10th with a view to intimidating company employees attending such meeting.

4. As a result of the above and other acts of the Respondent company, a number of employees were so intimidated that they were unable to exercise a free choice at the election conducted by the Board.

5. The Applicant therefore requests that these irregularities should be taken into account by the Board in making its decision pursuant to Section 9 of The Industrial Relations and Disputes Act, and that the Board

should certify the Applicant Union as a bargaining agent of the employees of the Respondent.

6. The Applicant requests that an early hearing be fixed and is prepared to adduce oral evidence in support of the allegations aforesaid.

Upon this application a hearing was held by the Board on June 5, 1964 to hear the parties with respect to these allegations.

The evidence adduced at the hearing disclosed that the senior management personnel of the Respondent had arranged and called meetings of the Respondent's employees in the bargaining unit at each of its local terminals, at Montreal, Ottawa and Toronto as employees came off shift on the evenings of May 13 and 14, 1964. The employees coming off shift were told by management as they came off shift to attend the meeting, and in most cases did not punch out until after the meeting. The great majority of those attending on coming off shift were paid for the meeting time.

The Ottawa terminal meeting held on the evening of May 14 was called by the local foreman on instructions of Terris, assistant general manager of the Respondent, and attended by 25 to 30 employees. A meeting was also held of Ottawa terminal employees coming off the shift at midnight.

The Toronto terminal meetings were held at 7 p.m., 9 p.m. and around midnight on May 14, Perkins, the President and General Manager of the Respondent, attended and spoke to the employees at all three meetings. Place, the local manager, also attended. The President of the Toronto branch of the Taggart Employees Association was associated with the management of the Respondent in the convening of these meetings and in arranging for the attendance of the employees at the meetings. Some 38 employees out of 42 or 43 in the bargaining unit at Toronto attended.

The Montreal terminal meeting, called and arranged by the management of the Respondent, was held on the evening of May 13. Some 40 employees out of 50 working out of the Montreal terminal attended. Perkins attended to speak to the employees as President and owner of the Respondent company. The local branch manager, Meeks, and the local operations manager, Bagnato, were also in attendance.

Perkins opened his meetings in Toronto by explaining that he had been asked to intervene by local members of the Taggart Employees Association who were dissatisfied with the failure of the President and Vice President of the Association to intervene in the Teamsters' application, that he was there to answer questions, not to tell the employees how to vote—they were capable of making up their own minds.

Following this initial statement, the questions put to, and replies given by Perkins followed the same pattern at all the meetings. In summary, after explaining the welfare and retirement benefits enjoyed by the employees under the existing agreement with the Taggart Employees Association, the employees were told by Perkins that these would be terminated if the Teamsters came in.

Perkins explained that the Association contract did not provide for overtime rates of pay, that the company could not afford to pay overtime rates of pay and if the Teamsters came in the company would have to cut down on their hours of work below the 48-hour level and would have to hire more help to do so. The company would also have to consider piggyback operations.

Perkins said he had had for some months a contract in his office from both railways asking the company to use piggyback, and he was sure that all he would have to do to put this into effect would be to call either railroad—the Teamsters had not been able to prevent many other companies from using piggyback—up to this time the company had resisted piggyback.

Revere, an employee working out of the Toronto terminal who attended one of the Toronto meetings, a witness called by the Applicants, on cross-examination as to Perkins' remarks on piggyback, testified as follows: "The way I understood it, the way Mr. Perkins said, I only have to make two phone calls and I am sure we can arrange to have piggyback from here". Revere said this would not affect him personally (presumably because he is a city driver), but would mean that the highway drivers would be affected.

In reference to this meeting and in answer to questions from a member of this Board, Revere's further testimony was:

Q. When you left there, what kind of an impression did it leave on your mind?

A. I said to myself, Well if I lose I will be without a job one way or the other.

Q. So there definitely was an impression left on your mind afterward that it would not be very good for you if you join the union?

A. That is correct.

The Montreal meeting followed the same strategic pattern in questions and answers.

Terris, the assistant general manager, handled the Ottawa meeting of May 14 in manner and tactics similar to those followed by Perkins at the Toronto and Montreal meetings. Questions and answers were similar in their general character.



Pepin, a witness called by the Applicants who works out of the Montreal terminal of the Respondent and who had attended the Montreal meeting of May 13, testified that he was called into the office of Meeks, the Montreal manager, on the afternoon of May 14. He said Meeks told him he had heard he was a union man.

Pepin said he told Meeks that he was a union man before he had been suspended by the Respondent in April last, but since he was hired back by the Respondent he was one hundred per cent Association. He said Meeks told him he would be working less than he was now, because all straight loads would be shipped piggyback. This was not denied by Meeks in his evidence. Meeks said in his evidence concerning this interview "It had been pointed out to me that morning I saw Pepin that he was one of the leaders of the union movement in so far as highway drivers were concerned. I asked him into my office to ask him whether or not that was true."

Bryant, a driver at the Montreal terminal, who had attended the meeting on May 13 and was called as a witness by the Applicants, testified that Bagnato, the Montreal operations manager of the Respondent, called him into his office on May 14 and in the course of the discussion told him that he (Bagnato) came on behalf of the Association and wanted to make sure that "if we joined the union or if we didn't we would understand both sides of the story," and that the Association was good "because we have the savings fund and nobody pushes you to run you to do your work," and asked him, "Can we depend on you?" to which Bryant said he answered "Yes". Bryant testified that there was another employee in with Bagnato before him, and he himself was told as he left to send another employee in to see Bagnato. Bagnato denied interviewing any other employee except one Gauthier. Meeks on cross-examination said Bagnato may have talked to a few employees about their position with the Association and the Union immediately prior to the election, but how many he did not know.

G. Gauthier, a driver at the Montreal terminal, testified that he was called when he came off shift on May 14 to see Bagnato and "was more or less blamed for starting all this." He said he denied this. He said he then went in to see Meeks and told him that Bagnato had blamed him for starting the union, which he didn't. He said Meeks told him "We didn't think you had, but we heard it from other branches". Meeks corroborated this conversation in his testimony, but denied any threats against Gauthier. He said "... we knew that

Gauthier was one of the leading lights of the union movement in its Montreal branch."

Subsection (1) of Section 3 of the Industrial Relations and Disputes Investigation Act provides "(1) Every employee has the right to be a member of a trade union and to participate in the activities thereof."

Subsections (1) and (4) of Section 4 of the Act provide:

(1) Subject to subsection (2), no employer or employers' organization, and no person acting on behalf of an employer or employers' organization, shall participate in or interfere with the formation or administration of a trade union, or continue financial or other support to it.

(4) No employer and no person acting on behalf of an employer shall seek by intimidation, by threat of dismissal, or by any other kind of threat, or by the imposition of a pecuniary or other penalty, or by any other means to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union and no other person shall seek by intimidation or coercion to compel an employee to become or refrain from becoming or to cease to be a member of a trade union.

These provisions of Section 4 are designed to give force and effect to the principle of employees' rights of freedom of association and participation in trade union activities.

Applying this principle, it is clearly evident that employees are entitled to choose or reject a bargaining agent free from intimidation or compulsion by an employer or any one else of the nature set forth in Section 4 of the Act.

It is the responsibility of the Board, in the consideration of any application made to it involving a determination of the wishes of the employees as to the choice of a bargaining agent to represent them, to be satisfied that the employees have made their own choice and that their choice has not been frustrated by acts of the employer or his representatives, or by any other person (including by definition a trade union) of the nature prohibited by Section 4 of the Act.

An employer may express his views and give facts, in appropriate manner and circumstances, on the issues involved in representation proceedings, in so far as these directly affect him, and he has the right to make appropriate reply to propaganda directed against him in relation thereto.

However, he should bear in mind in so doing the force and weight which such expressions of views may have upon the minds of his employees and which derive from the nature and extent of his authority as employer over his employees with respect to their wages, working conditions and continuity of employment. He should take care

that such expressions of views do not constitute, and may not be reasonably construed by his employees to be an attempt by means of intimidation, threats, or other means of coercion to interfere with their freedom to join a trade union of their choice or to otherwise select a bargaining agent of their own choice.

The actions of the Respondent in the period immediately preceding the taking of the vote on May 15, 1964, in the timing of the meetings of management representatives with employees, in the methods by which the attendances of employees at such meetings were secured, and in this context, the statements made by management representatives at their meetings with respect to prospective loss of employment, earnings and benefits in event of the selection of the Applicants as bargaining agent, and the selective interviews by management with individual employees concerning their trade union affiliation and trade union sympathies, constituted in the aggregate an improper attempt on the part of the Respondent to influence its employees by intimidation and threats against the selection of the Applicants as their bargaining agent.

While it is not possible to weigh precisely the full extent to which these actions of the Respondent did contribute to the result of the vote, the Board is of opinion that the result of the vote should not be accepted by the Board in the circumstances as representing the true wishes of the majority of employees in the unit as to the selection of the Applicants as their bargaining agent.

Subsection (2) of Section 9 of the Act provides:

(2) When, pursuant to an application for certification under this Act by a trade union, the Board has determined that a unit of employees is appropriate for collective bargaining

(a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union, or

(b) if, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf, the Board may certify the trade union as the bargaining agent of the employees in the unit.

The decision made by the Board in April last to order a vote on the application for certification prior to making a final decision on the application, was made taking into consideration the requests for a vote apparently emanating freely and spontaneously from a substantial number of employees, members of the Taggart Employees Association, who were in apparent dissatisfaction with the decision of the President and Vice President of the Association not to intervene on behalf of the Association to contest the application.

The Board took into consideration also the categorical denial by the Respondent's management representatives at the hearing of any identification by the Respondent with the employee requests for a vote or of any encouragement or support having been given by the management of the Respondent to the formulation of such requests or to facilitate the presence at the hearing of the employees in the proposed bargaining unit who attended and gave evidence thereat.

However, the evidence given at the June hearing on the application revealed not only the nature of the pressures which the Respondent had been prepared to exert, and did exert by way of intimidation and threats, to influence the employees to defeat the application for certification, but also the close inter-relationship and integration of effort which has existed between the local representatives of the Taggart Association and the management of the Respondent to this end.

The facts so brought to light thus serve to discount in retrospect the evidence given at the April hearing to which reference has been made above, and the weight which should be given to it by the Board concerning the true wishes of the employees.

In the light of all the evidence, the Board having found that a majority, constituting 57 per cent, of employees in the bargaining unit which the Board has found appropriate are members in good standing of the Applicants, now decides under the authority of paragraph (a) of subsection (2) of Section 9 of the Act, that the Applicants shall be certified as bargaining agent for the said unit of employees consisting of all employees of Taggart Service Limited, classified as driver, dockman, truck washer, mechanic, helper, maintenance man, checker, and shunter; excluding branch managers, operations managers, highway dispatcher, dispatchers, dock foreman, night dock foreman, night foremen, garage foreman, parts clerk, safety supervisor, office employees, sales representatives, and part-time employees.

An order for certification will issue accordingly.

(Sgd.) A. H. Brown,  
Chairman.

John P. Nelligan

I. J. Thomson *For the Applicants.*

Jacques Lafrance

A. T. Hewitt, Q.C.

J. Perkins *For the Respondent.*

H. I. Terris

Dated at Ottawa, July 23, 1964.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Quebecair, Inc., Rimouski, Que., and International Association of Machinists (hostesses, flight agents, and employees in the maintenance, traffic and operations departments) (Conciliation Officer: C. E. Poirier).

2. Tourist Services Ltd., Whitehorse, Y.T., and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

3. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: T. B. McRae).

4. Canadian Marconi Company, Montreal, Que., and Marconi Salaried Employees' Association (special services division, field service group) (Conciliation Officer: C. E. Poirier).

5. Eastern Canada Stevedoring (1963) Ltd. and Local 5197 of the United Steelworkers of America, Sept Iles, Que. (Conciliation Officer: C. E. Poirier).

6. Air Canada, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (Conciliation Officer: C. E. Poirier).

7. British Columbia Telephone Company (Plant Division), Vancouver, and Federation of Telephone Workers of British Columbia (Conciliation Officer: D. S. Tysoe).

8. Leamington Transport (Western) Limited, Leamington, Ont., and Locals 880, 141 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

9. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: J. S. Gunn).

10. Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: J. S. Gunn).

## Settlements by Conciliation Officers

1. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe) (L.G., Aug., p. 717).

2. Radio Laurentides Inc., Saint-Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 717).

3. Clarke Steamship Company Limited, Terminus Maritime Inc. and United Steelworkers of America, Local 5197 (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 717).

4. Colonial Broadcasting Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies) (L.G., Aug., p. 717).

5. Canadian Pacific Railway Company (dining car service employees) and Brotherhood of Railroad Trainmen (Conciliation Officer: T. B. McRae) (L.G., July, p. 575).

6. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild, Inc. (Conciliation Officer: H. H. Pettigrove) (L.G. July, p. 575).

## Conciliation Board Appointed

Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, p. 495).

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between North-American Elevators Limited and Syndicat Catholique et National des Debardeurs de Sorel Inc. (L.G., Aug., p. 717) was fully constituted in July with the appointment of His Honour Judge Jules Poisson of Montreal as Chairman. Judge Poisson was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean-F. Girouard of Three Rivers, Que., and Jean-Robert Ouellet of Montreal, who were previously appointed on the nomination of the company and union, respectively.

## Settlement after Board Procedure

Negotiating Committee representing the Associated Non-Operating Railway Unions, and the Canadian National Railways; Canadian Pacific Railway Company; Toronto,

Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway Company; The Midland Railway Company of Manitoba, and The Cumberland Railway Company (Sydney and Louisburg Division) (L.G., July, p. 576).

#### Strike Action after Board Procedure

Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian

Brotherhood of Railway, Transport and General Workers (L.G., Aug., p. 718). Stoppage of work occurred July 14.

#### Settlement after Strike Action

Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 718). Stoppage of work occurred June 15 and work resumed on July 20.

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## First Report of U.K. Manpower Research Unit

Between 1963 and 1968 the working population of the United Kingdom will be increasing more slowly than in recent years, while continued growth of employment is expected in both the manufacturing and services sectors, offset to some extent by a continued net decline in the rest of the economy. Total manpower resources are likely, therefore, to be no more than adequate during the period.

In the following five years up to 1973 the growth of the working population is expected to slow down very substantially, and the strain on manpower resources may be even more serious.

These are the main conclusions of the first report of the Ministry of Labour's Manpower Research Unit entitled "Manpower Studies No. 1—The Pattern of the Future."

The report is essentially a study of total manpower resources at the national level and their future distribution, the aim being to give a broad assessment of the main trends in employment. Later reports will deal with occupational trends in selected industries and with the effects of computers on office employment (see the *Labour Gazette* for August, page 645, for a report on the impact and implications of office automation in Canada).

The British report contains forecasts of future employment trends in the different

groups of industries and the distribution of manpower between broad sectors of the economy.

The services sector will show the strongest growth in both the short and long range forecasts. The manufacturing industries are expected to suffer a slight slackening in the over-all rate of growth of the numbers employed up to 1968, but the long-term picture is much less clear.

The rest of the economy, comprising agriculture, mining, and the public utilities, is expected to show a decline in the numbers employed. Construction is the single exception.

The report points out that, as total manpower resources will be more than adequate to meet the needs of an expanding economy during the next five years, the efficient and flexible use of manpower will continue to be of the greatest importance.

Employment opportunities for women may expand slightly more quickly than those for men, and the number of single women and girls available for employment is expected to decline. Employers will therefore need increasingly to adopt measures to facilitate the employment of married women.

In the longer term the development of automation and other forms of advanced technology will assume increasing importance and will to some extent be stimulated by the labour shortage.



# Legal Decisions Affecting Labour

*Alberta Supreme Court rules that parties have complete freedom of choice in appointing representatives to arbitration board. B.C. court rules arbitrator can't make amended award*

In Alberta, the Supreme Court (in Chambers), dealing with a special case stated for the opinion of the Court, distinguished between the rules and usages governing labour-management arbitration and those governing commercial arbitration. It held that in labour arbitration a complete freedom of choice is recognized in the appointment of the two members representing the parties on the arbitration board. Consequently, the Court rejected the argument of bias or prejudice on the part of an arbitrator selected by the company.

In British Columbia, the Supreme Court (in Chambers) ruled that when an arbitrator has reached his decision, committed it to writing, signed it and indicated that it may be communicated to the parties, the award has been made and a subsequent award has to be set aside because, by then, the arbitrator had become *functus officio* (had discharged his responsibility).

## Alberta Supreme Court...

### ...upholds complete freedom in appointing firm's representative to arbitration board

On March 16, 1964, Mr. Justice Riley of the Alberta Supreme Court (in Chambers), in a special case stated for the opinion of the court on a question of law arising during the hearing by three arbitrators of a dispute between Gainers Ltd. and Local 319, United Packinghouse Workers of America, held that, in labour matters, a complete freedom of choice is recognized in the appointment of the two representatives of the parties concerned. Consequently, the argument of bias or prejudice on the part of an arbitrator selected by the company could not be accepted.

The arbitrators were appointed under a collective agreement between the company and the union. The special case stated under Section 14 of the Arbitration Act for the opinion of the court resulted from the following situation.

The nominee of the company on a three-man arbitration board was the son of the company's solicitor and counsel for the company in the arbitration proceedings.

Father and son were members of the same legal firm.

The question before the court was whether this relationship disqualified the son as a matter of law from sitting as an arbitrator. This led to a question whether the law of what might be called "commercial arbitration" applies to labour arbitration or whether labour arbitration falls in a special category.

Counsel for the union, relying on several cases, argued that the arbitration board was acting in a judicial capacity, as it was called upon to make a decision to determine the effect, rights and liabilities of other parties. Further, a reference was made to the text book *Labour Arbitration in Canada* by A. W. R. Carrothers, published in 1961, where the author distinguished "conciliation" from "arbitration" and pointed out that, in conciliation, the function is to endeavour to bring about agreement between the parties, whereas in arbitration, the board is required by law to function in a judicial way.

Further, counsel for the union pointed out that the courts have taken the view that labour arbitrations arising under collective agreements involve a judicial function, as is indicated by judicial decisions that have applied to labour arbitrators under collective agreements the standards of conduct required of persons acting judicially.

Also, it was argued that an examination of the wording of the collective agreement in question and of the provisions of the Arbitration Act indicates that the terms of the collective agreement referring grievances to arbitration amounted to a "submission" within the meaning of the Arbitration Act, and would bring into operation the body of law that has been built up in connection with arbitrations under the Arbitration Act.

Finally, counsel for the union quoted the following statement by Mr. Justice Rand of the Supreme Court of Canada in *Re Arbitration Act; Szilard v. Szasz* (1955)

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

SCR 3, which was a case concerning arbitration under a commercial contract, rather than a collective agreement:

From its inception arbitration has been held to be of the nature of judicial determination and to entail incidents appropriate to that fact. The arbitrators are to exercise their function not as the advocates of the parties nominating them, and *a fortiori* of one party when they are agreed upon by all, but with as free, independent and impartial minds as the circumstances permit. In particular they must be untrammelled by such influences as to a fair minded person would raise a reasonable doubt of that impersonal attitude which each party is entitled to.

Counsel for the company admitted that if the principles of law relating to arbitration generally were applied to the arbitration proceedings in the case at bar, then the appointment of the company representative was wrong. He argued, however, that the rules applicable to commercial arbitration did not apply to labour arbitration.

Mr. Justice Riley rejected the argument of the union on the following grounds.

The word "arbitration" is simply descriptive. People can agree upon many other kinds of arbitration completely different from the specific commercial arbitration. Arbitration of any kind is a creature of contract. A collective agreement may use words that are peculiar to the vocabulary of industrial relations and words that are inexact. The words "arbitration" and "submission" are in that category. The words may be inexact in law and must be interpreted in the sense in which unions and companies understand them, namely, in the sense of industrial arbitration.

It might well be argued that the grievance in issue (which presumably dealt with unjustified dismissal of an employee) was not the kind of a dispute intended to be covered at all by the Arbitration Act and that such Act was intended to apply to commercial arbitrations only.

Further, Mr. Justice Riley stated that in labour matters a complete freedom of choice is recognized in the appointment of the two representative members. There is no restriction on their freedom of choice. The words "submitting the grievance" (as used in the collective agreement) are not to be taken as meaning a submission to the Arbitration Act, but rather the invoking of the contractual agreement provision.

If the Arbitration Act did apply it was of no assistance to the union because the Arbitration Act specifically restricts the authority of the court to dismissing a board for misconduct in the performance of its hearing and does not set qualifications of those who may be appointed by agreement between the parties.

Mr. Justice Riley continued that industrial arbitration is a creature of its own, especially when adopted in labour-management matters. Both labour and management have, over the years, assumed and acted upon the proposition that this was a unique labour-management procedure in that each side was not only entitled to appoint to such a board a person well versed and briefed in the appointor's side of the argument but a person who would act as the advocate of the appointor and that the chairman only would be neutral. The patent custom and usage is for the nominees of the parties to represent their appointors.

In support of his point of view, Mr. Justice Riley referred to several authorities, including some statements made by Professor Carrothers in the book mentioned above, and he concluded that, while there might be a superficial similarity of a tripartite labour arbitration board to a commercial arbitration, actually the labour arbitration boards are not only dissimilar, but are in fact repugnant to commercial arbitration boards.

The court dismissed the special case regarding the possibility of bias or prejudice on the part of the arbitrator selected by the company. *Re Arbitration Act; Re Gainers Ltd. and Local 319 United Packing-house Workers of America* (1964) 47 W.W.R., Part 9, p. 544.

### British Columbia Supreme Court ...

... rules that once arbitrator has made his award he cannot change it substantially

On February 29, 1964, Mr. Justice Verchere of the B.C. Supreme Court ruled that once an arbitrator makes his award he becomes *functus officio* and cannot afterwards alter his award, except to correct clerical errors; and that the award is perfected as far as the arbitrator is concerned when he has reached his decision, committed it to writing, signed it and indicated that it may be communicated to the parties.

An arbitration board, duly constituted under the terms of a collective agreement between Nelsons Laundries Ltd. and Local 292 of the Laundry, Dry Cleaning and Dye House Workers' International Union was set up to resolve a dispute over an alleged violation of the agreement by the company.

The Board met and heard evidence on November 4, 1963, and then adjourned to consider its decision. Thereupon, the Chairman of the Board received from the company's appointee a letter dated November 8 setting out the latter's opinion. On November 18, the Chairman of the Board called the union representative and presented him with a document dated Novem-



ber 18, 1963 and signed by the Chairman, which, to the union's representative, appeared to be an award in final form in favour of the union.

After reading and agreeing with the contents of the document, the union's representative signed it below the Chairman's signature. He was then told by the Chairman that, as the document was signed by two members of the three-man board, it was a majority award and the union's representative was free to tell the union of its contents. This the union's representative did.

A few days later, the full Board met and the Chairman was apparently disposed to discuss the company's letter of November 8. The union's representative objected to this, pointing out that he and the Chairman had already signed a majority award on November 18.

Another meeting was arranged for December 2, but on being informed by the Chairman by telephone that the award of November 18 could still be revised because it had not been "publicized," the union's representative refused to attend. In his absence, the Chairman and the company's representative executed a document purporting to be an award in favour of the company. A copy of this second award was sent to the union's representatives and publication to the parties then followed. The first award of November 18 was apparently never sent to the parties.

After these events, the union sought from the Court an order to set aside the purported award of December 2 on the ground that the Board of Arbitration had misconducted itself "by purporting to make an award at a time when, an award having already been made, it was *functus officio*."

The question to be determined by the Court was whether the Board had made an award by the document signed by a competent majority on November 18, or whether something was required to be done, in addition to the signatures of the Chairman and the union's representative and the latter's report of its contents to the union, before it could be said that the original award was made.

Mr. Justice Verchere stated that it was settled law that an arbitrator who has made his award then becomes *functus officio*, and cannot afterwards alter his award, except to correct clerical mistakes or errors arising from accidental slip or omission. He noted, however, that it must be determined whether an award was in fact made.

He referred to a decision of the Court of Appeal in *Lewis v. G.T.P. Ry.* (1913), 4 W.W.R. 1246, in which Mr. Justice Macdonald stated:

In speaking of the arbitrator having made his award, I mean by *making*, that he had done everything which he had to do to perfect it. Until he has done this it might be still open to him to change it, and hence, to submit a question of law to a judge.

In the same case, Mr. Justice Irving said:

The question then is, when is an award made? In my opinion, when the arbitrator has done all that he can do, namely, reduced it to writing and published it as his award.

The collective agreement between the parties provided in Art. V, clause 3, for the making and delivery of the award by an arbitration board, as follows:

3. The arbitration board shall sit, hear the parties, settle the terms of the question to be arbitrated, and make its award within 10 days from the date of the appointment of the Chairman, provided the time may be extended by agreement of the parties. The board shall deliver its award in writing to each of the parties and the award of a majority of the board shall be the award of the board and shall be final and binding upon the parties and they shall carry it out forthwith.

Mr. Justice Verchere was of the opinion that the above clause did not require delivery of the award to each of the parties before it could be said that the award was made. He commented that making and delivery are clearly separate, and if delivery were to be considered as part of the making of the award, the time limit, which is attached only to sitting, hearing the parties, settling the question and making the award, would become meaningless. He stated that in the *Lewis* case, although the award there was apparently not "sealed, filed and served on all persons affected thereby," as required by the applicable Rule, it was nevertheless held to have been perfected as far as the arbitrator was concerned.

To counter the motion, it was argued that the award could only be considered perfected and complete when it was published in some manner. Notice given to the parties that the award is ready would constitute sufficient publication, but it was argued that no such notice was given, and that therefore the document the Chairman and the union's representative signed on November 18 was not intended to be his award.

It was argued in favour of the motion that publication of the award was not necessary to make it complete, and that no inference that it was not complete, as far as the chairman and the union's representative were concerned, could be drawn from the fact that no notice was given to the parties that the award was ready to be taken up.

The Chairman had prepared the document, signed it, and then called the union representative to read it and sign it. This indicated that the Chairman made his decision, and when he told the union representative that he might inform the union of its contents he indicated that the award was final, whether or not the company representative would sign. Mr. Justice Verchere concurred with this latter argument, and held that the original award of November 18 was perfected as far as the Chairman was concerned.

Mr. Justice Verchere indicated that there was a difference between completion of the award and the validity and enforceability of it. He did not suggest that formal publication of the award was not necessary to make the award valid and enforceable; and in view of the above quoted clause of the collective agreement, delivery might have been necessary. He ruled, however, that this was a matter concerning validity, and did not concern the question of whether the arbitrator had completed his award.

On the basis of judicial authorities, Mr. Justice Verchere ruled that the Chairman, on November 18, had declared his final mind, and thus made and published his award as far as he was concerned as an arbitrator. He then became *functus officio* on that November 18, and was therefore unable to join with the company's representative in making the subsequent award on December 2. The question of enforcement of the award, which might require delivery to the parties, was not in issue; nor was the validity of the earlier award impugned for that reason.

The question at issue was whether the earlier award was made, and on this issue Mr. Justice Verchere ruled in the affirmative. He ordered that the purported award of December 2, 1963 be set aside, and that the award of November 18, 1963, on delivery, be in full force and effect and binding on the parties. *Re Arbitration Act; Re Nelson's Laundries Ltd. and Laundry, Dry Cleaning and Dye House Workers' International Union, Local 292*, (1964), 47 W.W.R., Part 8, p. 484.

## Recent Regulations under Provincial Legislation

*Alberta revises apprenticeship rules for heavy duty mechanics; Newfoundland designates new trades, approves second company apprenticeship training plan; Ontario amends minimum wages*

In Alberta, the apprenticeship regulations for the heavy duty mechanics trade were re-issued with a few changes.

In Newfoundland, the third list of designated trades was published and second company apprenticeship training plan was approved.

Amendments to Ontario's minimum wage orders were issued, clarifying certain provisions respecting students and pieceworkers.

### The Alberta Apprenticeship Act

In Alberta, the apprenticeship regulations for the heavy duty mechanics trade have been re-issued with a few changes in the provisions respecting qualifications and term of apprenticeship. The new regulations were gazetted on June 30 as Alberta Reg. 290/64.

The minimum educational standard remains Grade 9 or its equivalent, except that the Director of Apprenticeship now has discretionary authority to accept an applicant with less education, provided he has been recommended by a local advisory committee and has passed the prescribed examination.

The term of apprenticeship is now four periods of 12 months. Each 12-month period is to consist of at least 1,800 hours of employment, including time spent attending prescribed technical courses. An apprentice will not be allowed to advance to the next period until he has accumulated the required number of hours. As before, time credits may be granted for previous experience in the trade or technical or vocational training. Under the previous regulations, the term of apprenticeship was four years, but no minimum number of hours of employment was set.

### Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board issued its third list of designated trades, naming the trades of motor vehicle repairer, power plant mechanic and welder as appropriate for apprenticeship in the mining industry.

Another order gazetted the same day—July 7—approved an apprenticeship training plan for Newfoundland Fluorspar Limited. This plan, the second such plan to be approved, was prepared by the



Apprenticeship Advisory Committee, composed of representatives of management of the company and representatives of the St. Lawrence Workers' Protective Union (CNTU). It provides for the training of apprentices in the following eight trades involved in the maintenance of the company's plant and equipment: motor vehicle repairer, electrician, maintenance mechanic, machinist, power plant mechanic, welder-iron worker, pipefitter and carpenter.

A candidate for apprenticeship under this plan must have completed Grade X or equivalent.

The term of apprenticeship is four years, during which not less than 8,000 hours must be occupied in field and class training.

In addition to the prescribed work experience, every apprentice enrolled in this company training plan is to receive related technical instruction. An apprentice must attend basic training classes for a period of three months at the College of Trades and Technology or another approved training establishment. Upon completion of basic training, the apprentice must enroll in a recognized and approved correspondence course pertaining to his particular classification. Final training is to be on a full-time basis of not less than 150 hours.

The United States Civil Rights Act, which became law on July 2, prohibits discrimination against any individual because of race, colour, religion, sex or national origin. It specifically prohibits certain acts by labour unions and employers.

Forbidden acts by a labour union, mentioned by the Act, are: discriminatory exclusion or expulsion from membership; discriminatory segregation or classification of membership, or referral practices that tend to deprive any individual of employment opportunities or otherwise adversely affect employee status; and causing, or attempting to cause an employer to discriminate.

Forbidden acts by an employer are: discriminatory failure or refusal to hire or discharge, or other discrimination with respect to compensation, terms, conditions or privileges of employment; discriminatory segregation or classification of employees that tend to deprive any individual of em-

## Ontario Minimum Wage Act

Amendments to Ontario's minimum wage orders dealing with students employed in hotels and restaurants and with piecework employment were gazetted as O. Reg. 143/64 to 148/64 on June 27.

Previously, the orders for hotels and restaurants had set a minimum wage of 80 cents an hour for students in the Oshawa-Toronto-Hamilton Zone and in the Southern Ontario Zone who did not work more than 28 hours a week. In the Northern Ontario Zone, the minimum for students in this category was to be 75 cents an hour until December 26, 1965, and 80 cents thereafter. The amending orders make it clear that the special rates for students do not apply to students who work more than 28 hours a week during the period September 15 to June 15 of the following year.

Other amendments provide that students employed as learners in hotels and restaurants may be paid up to 10 cents an hour less than the prescribed rate during the first one-month period of employment.

The provisions in the general orders dealing with piecework employment were reworded to make it clear that an employer will be deemed to have complied with the orders if four-fifths of his employees, other than those classified as learners, receive wages at least equivalent to the prescribed minima.

ployment opportunities, or otherwise adversely affect employee status.

Joint Apprenticeship Committees, or employers or unions are likewise prohibited from discrimination in admission to, or employment in any program established to provide apprenticeship or other training.

Employment agencies are prohibited from discriminatory failure or refusal to refer for employment.

The sections of the Act that refer to employment practices do not become effective for a year after the date of enactment. For employers with fewer than 100 workers, and for unions with fewer than 100 members, the effective date is deferred for from two to four years, depending on the number of workers or members. Unions with fewer than 25 members that do not operate a hiring hall are entirely exempt from the provisions of the Act.

# Monthly Report on Operation of the Unemployment Insurance Act

*Number of claimants for unemployment insurance benefit on June 30 was almost 202,000 but it was approximately 50,000 less than total on May 29 and 18,000 below June 1963 figure*

Claimants for unemployment insurance benefit numbered 201,919 on June 30, down almost 50,000 from the May 29 total of 250,054. On June 28, 1963, there were 220,260 claimants.

The bulk of the month's decline occurred among men. Males accounted for less than two thirds of the June 30 total, substantially less than during the winter season, from December to March, when they made up 78 per cent of the total. This reflects the increased seasonal activity in industries employing mostly males.

### Initial and Renewal Claims

A total of 86,827 initial and renewal claims were filed during June, compared with 105,182, during May and 82,802 during June 1963.

About 90 per cent of the June claims were from persons who became unemployed during the month, compared with only three quarters of the May claims.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in June was estimated at 155,500, compared with 340,300 in May and 168,800 in June 1963.

Benefit payments amounted to \$16,500,000 during June, \$33,100,000 in May, and \$16,000,000 during June 1963. The sharp May-to-June decline in beneficiaries and payments is associated with the end of seasonal benefit on May 16.

### Insurance Registrations

On June 30, insurance books or contribution cards had been issued to 4,183,564

employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 337,033, a decrease of 349 since May 31.

### Enforcement Statistics

During June, 18,364 investigations were conducted by enforcement officers across Canada. Of these, 3,965 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 11,908 were miscellaneous investigations. The remaining 2,491 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 177 cases, 73 against employers and 104 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 943.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in June totalled \$31,472,754.53, compared with \$28,647,547.72 in May and \$28,391,481.17 in June 1963.

Benefits paid in June totalled \$16,537,795.84, compared with \$33,117,216.60 in May and \$15,986,895.44 in June 1963.

The *debit* balance of the Fund on June 30 was \$15,723,485.24. On May 31 there was a *debit* balance of \$30,658,443.93; on June 30, 1963, a *debit* balance of \$24,777,135.85. The deficit in June was covered by loans from the Minister of Finance.

\*These do not necessarily relate to the investigations conducted during this period.

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A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

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**BE SAFETYWISE**

**DON'T IMPROVISE**

**OCTOBER IS SAFETY MONTH**



# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2367, June 22, 1964

**Summary of the Main Facts:** The claimant filed an application for benefit on June 10, 1963. His last employment had been that of a truck driver at \$75 a week from April 1 to June 7, 1963.

He stated that he owned a pig farm of 100 pigs, earning from it about \$1000 yearly, and that he looked after his pigs in the morning and at night, which meant about an hour of work every day. He added that he had kept on looking after his pig farm during his last job.

The insurance officer was of the opinion that the claimant's self-employment was so minor in extent that he could be considered as unemployed within the meaning of the Act. The claimant applied for benefit later, but reported no earnings from his farming.

During a special interview on February 3, 1964, the claimant revealed that he had sold pigs during the period for which he claimed benefit but that he had not declared this as earnings as he did not feel it necessary, since his initial statements showed he made about \$1,000 a year from the operation of his pig farm.

He stated he was available for work at G— and within 15 miles of this town and that he still could look after his farm outside of his normal working hours, about an hour in the morning and fifteen minutes in the afternoon.

As the claimant had declared no earnings in his weekly reports, the case was submitted to an investigation. In the course of this investigation the claimant stated that he had invested about \$4,000 in this enterprise; that he looked after his farm alone, devoting to it an hour and a half every day; that he made an average net profit of about \$5 from the sale of a pig; that he considered his enterprise to be an investment, as he always held a full-time job outside his home; and that he had not stated his profits as he considered his farm as an investment.

It was established that the claimant, while receiving his benefit, had made sales for the following amounts: \$624.30, \$897.21, \$1,156.83, \$630.75, \$195.45 and \$292.92 for the weeks commencing June 9 and 16, August 4, September 15, October 6 and 13, 1963, respectively.

The insurance officer was of the opinion that the claimant was self-employed in farming and determined the amount of his earnings in accordance with Regulation

172(3)(b), that is, 50 per cent of his gross returns from his farming transactions, being in this case: \$312.25, \$446.60, \$578.41, \$315.37, \$97.72 and \$146.46. These amounts were allocated in accordance with Regulation 173(10) to the weeks beginning on June 9 and 16, August 4, September 15, October 6 and 13, 1963, respectively.

The claimant appealed to the board of referees, one of his reasons being that, all things considered, including the interest on his capital, instead of making money with his pig farm, he was losing some. He also said that he made a profit of \$4 to \$5 on the sale of each pig and that last year he had sold 300 pigs.

The claimant did not attend the hearing of his case by the board of referees on March 18, 1964. The board of referees held that the earnings of the claimant should not be calculated in the same way as a farmer's earnings, because this enterprise should be classified as a business or undertaking and not as a farm. The board decided that an average profit of \$6.84 was made on the sale of each pig; hence his earnings amounted to: \$95.76, \$143.64, \$191.52, \$103.60, \$34.20 and \$54.72 for the weeks beginning on June 9 and 16, August 4, September 15, October 6 and 13, 1963, respectively.

On May 12 the insurance officer appealed on the following grounds:

... The Board of referees was wrong in deciding that the claimant's enterprise was not a farming operation and that the earnings from his pig farm should not be determined according to the specific provisions of Regulation 172(3)(b), which deals with the earnings of a claimant who is self-employed in farming. Pig raising is a farming operation, as it produces foodstuff usually produced on a farm, just as the raising of cattle and sheep or poultry.

In dealing with similar cases having to do with poultry raising, the Umpire was of the opinion that it should be considered a farming operation within the meaning of Regulation 172(3)(b). He added that nothing in that Regulation showed that a difference should be made between the different types of farming and stated that the earnings of a claimant must be determined in accordance with that particular Regulation (CUBs 1683 and 2254).

On the other hand, as the claimant is the sole operator of his pig farm, his earnings, under Regulation 172(3)(b), must be 50% of his gross returns from his sales.

**Considerations and Conclusions:** The insurance officer's appeal is based on the jurisprudence established by the Umpire in similar cases and, as the provisions of the regulation which applies in this case do not specifically except the farming operation

dealt with in the instant case, I see no reason to change the established jurisprudence.

In view of the foregoing, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

### **Decision CUB 2371, June 23, 1964**

**Summary of the Main Facts:** The claimant filed an initial application for unemployment insurance benefit on December 30, 1963. She had worked for a department store as a sales clerk at a wage of 90 cents an hour from November 12, 1963, to December 24, 1963, when she was laid off, because, she said, of a shortage of work. The claim was allowed.

On January 7, 1964, the local office notified the claimant of an offer of continuing employment as a sales clerk with a bakery at a minimum wage of 80 cents an hour up, according to qualifications. The prevailing rate of pay in the district for that occupation was reported to be 75 cents to \$1 an hour. The hours of work were Monday to Friday 9.30 a.m. to 6.00 p.m., and Saturday 9.00 a.m. to 6.00 p.m., 40 hours a week, five days a week. The place of work was approximately four miles distant from her residence and transportation was available by bus at a cost of seven tickets for \$1.

The claimant's reason for non-acceptance was that she wanted to "try to go back to her former employer." The local office commented:

Claimant worked as a casual before Christmas at [former employer] and a few hours on a sale since then. She wants to wait for any work that [former employer] might give her. Sales jobs are still coming in and there is a possibility that the claimant could be placed if available to other than [former employer].

The insurance officer disqualified the claimant and suspended benefit (a) from January 5, 1964 to February 15, 1964, inclusive, on the ground that after having become aware that a situation in suitable employment with the bakery was vacant, or about to become vacant, she, without good cause, refused or failed to apply for such situation or failed to accept it when it was offered to her and (b) from January 5, 1964, on the ground that she had failed to prove she was available for work, because she was not prepared to accept employment with other than a former employer (sections 59(1)(a) and 54(2)(a) of the Act).

The claimant's Unemployment Register shows the following:

Week commencing 12 Jan. earned \$32.30

Week commencing 19 Jan. earned \$ 7.20

Week commencing 26 Jan. earned nil.

[former employer] advised by phone 6 Feb. 1964. Called in for spotlight sale only.

On contingent staff and called when needed.

In a letter received in the local office on February 12, the claimant stated: "I didn't take the job at [the bakery] because I was called in at [former employer]".

Notwithstanding the claimant's letter, the insurance officer made no change in his decision as the claimant had turned down full-time employment for a call for casual work from a former employer.

In a later statement the claimant said that the letter she had deposited at the local office was intended to be an appeal. "I left it with an officer on the claims pay counter advising her it was my appeal and she wrote 'appeal' on the envelope. I still wish this letter to be considered as an appeal to the board of referees."

The majority decision of the board of referees, which heard the case on March 31, 1964, reads:

The claimant appeared before the board of referees and confirmed the fact that she had no desire to work at [the bakery] because if [her former employer] offered her a steady job she would have left it to return to [her former employer]. She told the board of referees that in January she had expected that shortly she would be on permanent staff, but her work had been only spotty since that time and she was still not on permanent staff. The board also took note of the reasons for non-acceptance as shown in the submission.

The majority of the board of referees agree that unemployment insurance was designed to help people who were unavoidably unemployed and who were anxiously looking for work. The claimant's work record over the previous 2 or 3 years had been one of working for a short time for several different employers and she should have been familiar with the fact that it might take some time before her name would be far enough up the list to get a permanent job at [former employer].

The majority of the board agree that she should have accepted the referral to [the bakery] so that she at least could be gainfully employed even though she might desire later to go to [former employer] if a full-time job were offered. The majority of the board therefore agree that the claimant did without good cause fail to apply for a situation in suitable employment with [the bakery] notified to her on 7 January 1964.

The majority of the board also agree that in view of the claimant's admission that she hoped to be recalled by her former employer, that she did not want to take a job in the meantime and because of this she had failed to prove she was available within the meaning of the Act.

The majority of the board of referees dismiss the claimant's appeal on both counts and uphold the insurance officer's decision.

The dissenting member of the board of referees stated:

The claimant in my opinion has been led to believe that there was a good possibility of permanent employment with [former employer].

*(Continued on page 821)*



## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in July

#### Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 270 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 276 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 330 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Agriculture .....	1	\$130,600.00
Defence Production .....	124	756,128.00
Post Office .....	4	217,064.00
Public Works .....	8	66,311.27
Transport .....	1	1,849.20

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

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The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in July

During July the sum of \$11,964.51 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 255 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in July

### DEPARTMENT OF AGRICULTURE

*Fredericton N B:* Wm H Reynolds & Son Ltd, revisions & additions to humidification system, Canada Research Station. *near Outlook Sask:* McNamara Construction Western Ltd, construction of embankment, Stage 5, SSR Dam Project (Contract 38); Standard-General Construction (International) Ltd, construction of embankment, SSR Dam Project (Stage 3A, Contract 45). *Welyn Sask:* B Paulsen, construction of Community Storage Project on Beaver Creek. *near Hillspring Alta:* Horton Steel Works Ltd, supply & installation of gates & hoists for spillway, Waterton Dam, St Mary River Project. *Lacombe Alta:* Ellis Construction Ltd, concrete paving, beef testing barn, Bldg No 40, Experimental Farm.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Gander Nfld:* Benson Builders Ltd, exterior painting of housing units (DOT 1/52 & 5/56). *Camp Gagetown N B:* Noren Construction Ltd, construction of housing units, etc (DND 2/64). *Boucherville Que:* Vallieres & Cusson Enrg, interior painting of suites, Place St Louis. *Montreal Que:* Duke Industries Inc, interior painting of suites, Le Domaine; Mauger & Perreault, interior painting of public areas, Le Domaine; W Collin Enrg, exterior painting & recaulking, Pavillon Mercier. *Roxboro Que:* Coronation Construction Ltd, completion of single family dwelling, Mortgage Insurance Fund Project. *Val d'Or Que:* Valere Bolduc, exterior painting of rental housing project. *Palmerston Ont:* Vroom Construction Ltd, construction of housing units (FP 1/63). *Metropolitan Winnipeg Man:* Oswald Decorating Co, exterior painting of housing units. *Estevan Sask:* Engineered Homes (Sask) Ltd, construction of housing units, etc (FP 1/63). *New Westminster B C:* Vector Engineering, conversion of heating system, HECL Glenview Apartments. *Vancouver B C:* Moore & Russell Heating Ltd, heating conversion, Vancouver Terrace Housing Project; Neil Meyer, exterior painting of units, Renfrew Heights Project; Arli Contracting, exterior painting of units, Fraserview Project.

In addition, this Corporation awarded 32 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Abitibi Indian Agency Que:* La Societe d'Entreprises Generales Ltee, construction of Indian homes, Amos IR; John David Ltd, painting & glazing, Amos IRS; F E Johnston Drilling Co Ltd, drilling & construction of well, Obedjiwan IR. *Lorette Indian Agency Que:* Les Tuyaux de Loretteville Enrg, watermain & sewer extensions, Lorette IR. *Oka Indian Agency Que:* M Bisson & Sons, construction of five wells, Oka IR. *Kenora Indian Agency Ont:* Jack H Edwards Diamond Drilling Ltd, construction of road, Islington IR. *Nakina Indian Agency Ont:* A K Penner & Sons Ltd, construction of school, staff residence & power plant bldg, Webiqui (Winisk Lake). *Parry Sound Indian Agency Ont:* Bert Taylor, reconstruction of road, Parry Island IR. *Clandeboyne Indian Agency Man:* Red River Wonder Building Ltd, construction of powerhouse, installation of generating units & electrical revisions to school & residence, Little Black River IDS. *Dauphin Indian Agency Man:* Western Sandblasting & Decorating Co, redecorating MacKay IRS & dormitory. *Norway House Indian Agency Man:* Gertz Construction Ltd, construction of residence, Norway House IRS. *Portage la Prairie Indian Agency Man:* D J Mate, addition to auditorium, Portage la Prairie IRS. *Battleford Indian Agency Sask:* Gullickson & Benson, construction of residence, Onion Lake IRS; H S Stewart & Son Ltd, construction of road on Little Pine, Mosquito & Red Pheasant IRS. *Shellbrook Indian Agency Sask:* Potts



Construction Ltd, construction of road, Sandy Lake IR No. 104. *Blackfoot Indian Agency Alta*: Tom's Construction, miscellaneous repairs & painting, Old Sun IRS. *Blood Indian Agency Alta*: Weston Bros Ltd, repairs & painting, Blood IRS; Tom's Construction, conversion of lean-to on gymnasium to lunch room, Blood IRS; Tom's Construction, repairs & painting of teacherages, Blood IRS. *Hobbema Indian Agency Alta*: Wiederick Construction Ltd, miscellaneous repairs to Ermineskin IRS; John Lynass, construction of road, etc, Montana IR. *Lesser Slave Lake Indian Agency Alta*: Marsh Head Construction Ltd, construction of road, Wabasca IR; Modern Paint & Home Furnishings Ltd, painting & miscellaneous repairs, Desmarais IRS. *Bella Coola Indian Agency B C*: Finning Tractor & Equipment Co Ltd, supply & installation of diesel generating sets, Bella Bella IDS. *Kwawkwalth Indian Agency B C*: Gordon Latham Ltd, renovations to mechanical services, Phase 1, boiler plant improvements, etc, Alert Bay IRS. *Yukon Indian Agency Y T*: General Enterprises Ltd, construction of teacherage, Carcross IRS.

#### DEFENCE CONSTRUCTION (1951) LIMITED

*Goose Bay (Labr) Nfld*: Morin & Plante Co Ltd, reroofing Bldg No 78, RCAF Station. *Summerside P E I*: Tasco Sheet Metal & Roofing Co Ltd, reroofing lean-tos of hangars & other bldgs, RCAF Station; Curran & Briggs Ltd, resurfacing of roads, RCAF Station. *Dartmouth N S*: W Eric Whebbly Ltd, construction of addition to Naval Research Establishment. *Greenwood N S*: Planned Renovators Ltd, interior painting, hangar No 10, RCAF Station. *Camp Gagetown N B*: A N Clarke & Son Ltd, exterior painting of PMQs & garages. *St Hubert Que*: Edgar Milot Ltee, painting of PMQs, RCAF Station. *Ville la Salle Que*: Sestock Construction Ltd, alterations & additions to storage bldg; Morin & Plante Co Ltd, reroofing two bldgs, HMCS *Hochelaga*. *Camp Borden Ont*: Peerless Enterprises, Division of Tectum Ltd, reroofing hangars 2 to 16 incl, RCAF Station; Walker Painting & Decorating Co Ltd, exterior painting of PMQs, RCAF Station. *Centralia Ont*: Northern Roofing Co Ltd, reroofing hangars 1 & 2, RCAF Station. *Kingston Ont*: Spada Tile Ltd, construction of sidewalks & curbs, RMC; Semple-Gooder & Co Ltd, reroofing Bldgs B-1 & B-2, Vimy Barracks; R E Ferguson Ltd, rewiring of dormitory, RMC. *Petawawa Ont*: Peter E Sylvestre & Sons Ltd, construction of sidewalks, Camp. *Trenton Ont*: Tripp Construction Ltd, construction of roads, curbs, sidewalks, storm sewers, etc, RCAF Station. *Portage la Prairie Man*: A W Homme Ltd, replacement of concrete floors in hangars H1 & H3, RCAF Station; A W Homme Ltd, replacement of taxiway, RCAF Station. *Rivers Man*: J Schettler Electric Ltd, construction of APU Bldg, RCAF Station. *Shilo Man*: Automatic Sprinkler Co of Canada Ltd, supply & installation of sprinkler system, Camp; North Star Decorating Co Ltd, exterior painting of PMQs, Camp. *Winnipeg Man*: Malach Roofing & Flooring Ltd, reroofing hangars 2 & 3, RCAF Station; Halls Associates (Western) Ltd, reroofing of Bldgs 84 & 87, RCAF Station. *Prince Albert Sask*: Pidskalney Construction, relocation of metal bldgs, DRB Laboratory. *Cold Lake Alta*: McCormick Electric Ltd, supply & installation of VASIS units for special runway lighting, RCAF Station. *Edmonton Alta*: Orlovsky Painting Ltd, exterior painting of PMQs & garage, Griesbach Barracks; Alberta Concrete Products Co Ltd, seal coating of asphalt roads, Griesbach Barracks. *Wainwright Alta*: J M King Construction Co Ltd, crushing, hauling & tailspreading of gravel; Nadon Paving Ltd, asphalt surfacing of parade square.

#### DEPARTMENT OF DEFENCE PRODUCTION

*Goose Bay (Labr) Nfld*: A P Green Fire Brick Co Ltd, boiler repairs, RCAF Station. *Summerside P E I*: C & F Building Products Ltd, installation of combination storm & screen windows on PMQs, RCAF Station. *Cornwallis N S*: Fred T Cleveland, exterior painting of various bldgs, HMCS *Cornwallis*; Wylie P Hazelwood Ltd, exterior painting of married quarters, HMCS *Cornwallis*; D J Lowe Ltd, exterior painting of Bldgs 27, 40, 45 & 60, HMCS *Cornwallis*; Louis E Wilson, repairs to asphalt pavement, HMCS *Cornwallis*. *Dartmouth N S*: Pryor Construction Ltd, construction of reinforced footings & foundation walls, recreation centre, Shannon Park MQs. *Greenwood N S*: Bridgetown Aluminum Products, supply & installation of aluminum windows, hangars 2, 3, 4, 6, 7 & 8, RCAF Station; Donald J Lowe, exterior painting of hangars & barrack blocks, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to asphalt road surfaces, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to parking lots, etc, RCAF Station. *Halifax N S*: Banfield & Miles Ltd, exterior painting of bldgs, HMC Dockyard; Thorne Welding Service, renewal of steam & air piping, jetty No 4, HMC Dockyard. *Shearwater N S*: Webb Engineering Ltd, supply & installation of stainless steel lining in Bunkers Bldg 56, central heating plant, RCN Air Station. *Shelburne N S*: Acadia Construction Ltd, repairs

to paving; Acadia Construction Ltd, paving, HMCS *Shelburne*. *Chatham N B*: C & F Building Products Ltd, supply & installation of storm & screen windows, Bldgs 13 & 73, RCAF Station; Byron H MacDonald, repainting exterior of bldgs, RCAF Station. *Moncton N B*: A N Clarke & Son Ltd, interior painting of PMQs, No 5 Supply Depot, RCAF Station. *Bagotville Que*: Laurent Bedard, exterior painting of PMQs, RCAF Station. *Longueuil Que*: Filterlite All Weather (Alum) Ltd, supply & installation of aluminum windows, Jacques Cartier Barracks. *St Hubert Que*: Hiland Ltd, interior painting in hangar No 10, RCAF Station. *Ste Therese Que*: Hiland Ltd, painting exterior walls, Bouchard Military Camp; Sauve Construction Ltee, general repairs to bldgs, Bouchard Military Camp. *Valcartier Que*: Henri Jobin, surface treatment of gravel roads & parking areas, Camp. *Val d'Or Que*: Canadian Erectors Mfg. Ltd, repairs to tank floors, RCAF Detachment. *Downsview Ont*: A P Green Fire Brick Co Ltd, resetting of boiler in plant No 4, RCAF Station; Frank Ignagni, exterior painting of PMQs, William Baker Park, RCAF Station; Lux Painting Co, exterior painting of Bldgs 54 to 58, incl, RCAF Station; Moxon Contracting Ltd, repairs to airfield pavement, RCAF Station. *Kingston Ont*: Joice-Sweanor Electric Ltd, installation of panelboards & electrical fixtures, Barriefield Camp; McGinnis & O'Connor Ltd, repairing & resurfacing of roads. *London Ont*: Eastern Painting & Decorating, exterior painting of various bldgs, 27 COD & 204 Base Workshop. *Niagara Falls Ont*: Henry W Colton Ltd, painting of sirens in target area. *Ottawa Ont*: Art Gaudreau Ltd, exterior painting of PMQs, HMCS *Gloucester*; Welch & Johnston Ltd, conversion of fuel heating system to natural gas, Beaver Barracks. *Picton Ont*: William Kuypers General Contractors, replacement of window sash, Camp. *Sioux Lookout Ont*: C E Olson, interior painting of barrack blocks, RCAF Station. *Gimli Man*: Western Aluminum Products Ltd, supply & installation of aluminum combination storm & screen windows, RCAF Station. *Portage la Prairie Man*: Nu-Way Decorating Co, repainting exterior of school & annex, RCAF Station. *Shilo Man*: Phinney Bros Roofing Co, reroofing of bldgs, Military Camp. *Winnipeg Man*: D W Court & Co Ltd, repairs to pavement & runways, RCAF Station. *Swift Current Sask*: Waterman-Waterbury (Swift Current) Ltd, reroofing of drill hall. *Edmonton Alta*: Lockerbie & Hole Western Ltd, replacement of condensate return line between two manholes, Griesbach Barracks. *Lancaster Park Alta*: Federal Joint Sealing Co of Canada Ltd, repairs to runways & taxiways, RCAF Station *Namoo*; Nadon Paving Ltd, repairs to pavement, RCAF Station *Namoo*. *Comox B C*: Cochrane Fuel & Trucking Ltd, paving of parking lot, RCAF Station; K J Howe, exterior painting of various bldgs, RCAF Station. *Masset B C*: Northern Engine & Equipment Co Ltd, supply & installation of transformers, Naval Radio Station.

In addition, this Department awarded 106 contracts containing the General Fair Wages Clause.

#### NATIONAL HARBOURS BOARD

*Trois Rivières Que*: Massicotte & Fils Ltee, bituminous paving, sections 13 & 14; Cap Construction Ltd, construction of transit shed, sections 13 & 14 (Stage 2). *Churchill Man*: Lacey Construction Ltd, paving of wharf extension. *Vancouver B C*: Tryson & Son Iron Works Ltd, construction of canopy, Shed No 2, Centennial Pier.

#### POST OFFICE DEPARTMENT

This Department awarded 70 contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF PUBLIC WORKS

*L'Anse Amour (Labr) Nfld*: Avalon Construction & Engineering Ltd, wharf extension. *West St Modeste (Labr) Nfld*: Avalon Construction & Engineering Ltd, wharf repairs & improvements. *Bonavista Nfld*: Modern Construction Ltd, repairs to breakwaters. *Brighton Nfld*: Gid Sacrey Ltd, wharf repairs. *Green Island Cove (St Barbe) Nfld*: Gid Sacrey Ltd, construction of breakwater. *Hare Bay Nfld*: S G Burry & Sons Co (1961) Ltd, construction of post office bldg. *Little Bay Islands Nfld*: R W Weir, breakwater reconstruction. *Moreton's Harbour Nfld*: Guy Eveleigh, wharf repairs. *Nippers Harbour Nfld*: Gid Sacrey Ltd, reconstruction of bait depot wharf. *Quidi Vidi Nfld*: Benson Builders Ltd, harbour improvements. *St Carrol's Nfld*: Gid Sacrey Ltd, breakwater repairs. *St John's Nfld*: Wilson LeGrow, painting, Bldg 306, Fort Pepperrell. *Basin Head P E I*: Douglas & MacEwen Construction Ltd, repairs to breakwater. *Brae Harbour P E I*: Northumberland Construction Ltd, wharf extension. *Graham's Pond P E I*: Douglas & MacEwen Ltd, harbour improvements (reconstruction of landing). *Prince Edward Island National Park P E I*: McNamara Construction of Nova Scotia Ltd, construction of Covehead Inlet Bridge. *Souris P E I*: Morrison & McRae Ltd, paving eastpack wharf; Maritime Dredging Ltd, harbour improvements



(landing extension). *Wood Islands P E I*: Matheson & MacMillan Ltd, paving fishermen's landing. *Babin's Cove N S*: G J Forgeron, breakwater repairs. *Bear Point N S*: Shelburne Contracting Ltd, approach repairs. *Creignish N S*: G J Forgeron, breakwater repairs. *Inverness N S*: McNamara Construction of Nova Scotia Ltd, harbour improvements. *Jordan Ferry N S*: Mosher & Rawding, breakwater repairs. *Pictou N S*: Colin R MacDonald Ltd, harbour improvements & bridge reconstruction; Colin R MacDonald Ltd, harbour improvements, Pier "A". *St Catharines River N S*: Russell Harnish, skidway repairs. *Short Beach N S*: Leonard W Shaw, breakwater repairs. *Spencer's Island N S*: Colin R MacDonald Ltd, wharf repairs. *Stellarton N S*: Eastern Contracting Ltd, improvements to courtyard, federal bldg. *Stoney Island N S*: Shelburne Contracting Ltd, retaining wall repairs. *Willow Cove N S*: Mosher & Rawding Ltd, breakwater construction. *Campobello N B*: Cardinal Construction Ltd, construction of Customs & Immigration Bldg. *Lameque N B*: Diamond Construction (1961) Ltd, paving, north approach extension. *Little Pokemouche Gully N B*: Comeau & Savoie Construction Ltd, repairs to wharf & approach. *Richibucto Cape N B*: Roger D LeBlanc, construction of haul-out. *Baie des Sables Que*: Jean-Paul Lapointe, wharf repairs. *Black Cape (Howatson's Point) Que*: T C Gorman Construction Co Ltd, harbour improvements (wharf). *Cap Chat Que*: Entreprises Mont Sterling Inc, wharf repairs. *Cloridorme Que*: Yvon Huet, breastwork reconstruction. *Dune du Sud M I Que*: Adrien Arseneau, breakwater repairs. *Grande Riviere Que*: Eloie Boulay, breakwater repairs. *Hull Que*: Maintenance & Construction Co, repairs to canopy roofs, National Printing Bureau. *Les Eboulements Que*: Paul Mailloux, modification to hoisting apparatus. *Matane Que*: Georges Tremblay, construction of protection works. *Megantic Que*: H L Martel, repairs to retaining wall. *Mont Louis Que*: Jean-Paul Lepointe, wharf repairs. *Montmagny Que*: Henri Pelletier, construction of protection works (Lots 4-38 & 4-47). *Montreal Que*: Efficiency Maintenance & Construction Ltd, alterations to 7th floor, Customs Bldg for Department of Agriculture. *Perce Que*: James Leblanc, wharf repairs. *Pointe au Loup M I Que*: J W Delaney Ltd, breakwater repairs. *Pointe Claire Que*: L Gordon Tarlton Ltd, extensions to Research Laboratory, Pulp & Paper Research Institute of Canada (extension No 1). *Quebec Que*: Ambassador Sales (Quebec) Inc, replacement of doors for National Health & Welfare. *Riviere au Renard Que*: Leo Mathieu, construction of protection works (Samuel's & Denis' properties). *Riviere St Paul Que*: Landry Construction Inc, construction of foundation for salt shed. *Rupert House Que*: Ron Engineering & Construction (Quebec) Ltd, construction of school, residence, powerhouse & related site work. *St Laurent Que*: Prieur Entreprises Inc, alterations to acid deeping room, National Film Board. *St Ours-sur-Richelieu Que*: Leopold Pigeon, construction of retaining wall. *Ville Marie Que*: P E Bellehumeur & A Trudel, extension & repairs to wharf. *Bradford Ont*: Gorsline Construction Ltd, construction of federal bldg. *Burlington Channel Ont*: Wikstrom Ltd & Canadian Dredge & Dock Co Ltd, reconstruction of west end of north pier. *Don Mills Ont*: Air Service Sheet Metal Ltd, ventilation & plumbing alterations, post office. *Glenmount Ont*: MacDonald & Sykes Ltd, wharf repairs. *Keswick Ont*: Gavin P Morton, construction of post office bldg. *Kingston Ont*: Emmons & Mitchell Construction Ltd, reconstruction of east wall, Penitentiary. *London Ont*: W A McDougall Ltd, alterations to X-ray & photography equipment, Westminster Hospital; Thomas Walsh Boiler Repairs & Service, repairs to heating boilers, Dominion Public Bldg. *Meaford Ont*: Stellmar Contracting Co Ltd, repairs to breakwater. *Missanabie Ont*: G F Coles Construction, construction of tourist wharf. *Newcastle Ont*: Hartwig Construction Co Ltd, construction of post office bldg. *Ottawa Ont*: Beaudoin Construction Ltd, installation of heating system (Phase 3), Rideau Hall; Coleman Cinkant & Son Ltd, interior painting & finishing, Postal Station "B", Sparks & Elgin Streets; H J McFarland Construction Co Ltd, construction of parking facilities, National Health & Welfare Bldg, Tunney's Pasture; Conrad Menard Co Ltd, installation of boilers, Connaught Bldg; A Lanctot Construction Co, alterations to washrooms, Public Archives, Records Centre, Tunney's Pasture; Universal Painters Ltd, exterior painting, Confederation Bldg; Jas C Curry Cartage Ltd, moving of National Health & Welfare from various locations to Brooke Claxton Bldg, Tunney's Pasture; Allied Roofing, roof repairs, Daly Bldg; Beaudoin Construction Ltd, alterations to Kent-Albert Bldg; Normand Farquharson Ltd, construction of sun porch, Prime Minister's residence. *Owen Sound Ont*: Stellmar Contracting Co Ltd, harbour improvements. *Port Elgin Ont*: West York Construction, construction of post office bldg. *Saugeen River (Chantry Island) Ont*: Norbrant Contractors Ltd, demolition of town dock. *Schomberg Ont*: R Reusse Construction Co Ltd & Richard Vandenberg Ltd, construction of post office bldg. *Sioux Lookout Ont*: Brignall Construction Ltd, wharf repairs. *Smithfield Ont*: Hugh Murray Ltd, alterations to food processing laboratory, Dominion Experimental Farm. *Toronto Ont*: Great Lakes Mechanical Installations, construction of carpenter & machine

shop for Department of Transport, Terminal Warehouse Bldg. *Windsor Ont*: McIntosh Paving Co Ltd, improvements to paving & drainage, RCMP detachment quarters. *Fort Churchill Man*: The Carter Construction Co Ltd, construction of antenna tuning hut, LF antenna farm (DND). *Gladstone Man*: Dauphin Fixtures Ltd, construction of post office bldg. *Neepawa Man*: Jaske Construction Ltd, extension to loading platform, federal bldg. *Winnipeg Man*: Maitre Construction Ltd, renovations to heating system, Postal Station "B". *Broadview Sask*: Charnish Construction, addition to old post office bldg. *Kindersley Sask*: C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Missinipe Sask*: Piggott Construction Ltd, construction of wharf. *Edmonton Alta*: Burns & Dutton Construction (1962) Ltd, construction of postal terminal bldg, etc. *Alert Bay B C*: Walden Bros Sawmill Ltd, seaplane landing repairs. *Fort Nelson B C*: Al Bumstead Water Service, water hauling, NWHS, Muskwa Garrison. *Golden B C*: Burnham Construction Ltd, construction of RCMP detachment quarters. *Harrison River Rapids B C*: The Fraser River Pile Driving Co Ltd, repairs to log boom guide. *Invermere B C*: A E Jones Co Ltd, construction of RCMP detachment quarters. *Kootenay National Park B C*: Peter Kiewit Sons Co of Canada Ltd, paving, mile 51.5 to 63.4. *Ladysmith B C*: S R Kirkland, wharf repairs. *Mount Revelstoke National Park B C*: W C Arnett & Co Ltd, reconstruction of access road, mile 7 to 16. *Opitsaht Indian Reserve B C*: Tom Gibson & Sons Contracting Ltd, construction of floats. *Qualicum Beach (French Creek) B C*: Texada Rentals Ltd, harbour improvements (breakwater & dredging). *Sparwood B C*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Stewart B C*: Greenlees Piledriving Co Ltd, wharf replacement. *Vancouver B C*: Stevenson Construction Co Ltd, alterations to 4th floor, federal bldg, 325 Granville St; Allan & Viner Construction Ltd, alterations to first, second & third floors, Customs examining warehouse; Shur-Kleen Service Co Ltd, cleaning of heating, ventilating & exhaust systems, General Post Office, 349 W Georgia St. *Vananda B C*: Fraser River Piledriving Co Ltd, shed extension. *Fort Simpson N W T*: Territorial Expeditors Ltd, construction of pile foundations for federal bldg (Phase 1). *Inuvik N W T*: Yukon Construction Co Ltd, construction of staff quarters. *Old Crow Y T*: Terry's Radio-Electric Ltd, installation of electrical system, RCMP detachment quarters. *Whitehorse Y T*: Lunde Metals, application of roof, federal bldg; Nick Basaraba, exterior painting, Bldgs 200, 201 & 202, Camp Takhini.

In addition, this Department awarded 101 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*St Lambert & Cote Ste Catherine Que*: Bau-Quebec Enrg, maintenance of grass at locks. *Iroquois Ont*: Dibblee Construction Co Ltd, asphalt paving, Iroquois Lock. *Port Weller Ont*: Mal Nicholson Ltd, relocation of entrance road, Lock 1, Welland Canal. *St Catharines Ont*: Peacock Contracting Ltd, construction of east side haulage road, Section 4 (Eastchester Ave to Dorr Road), Welland Canal Twinning Project; United Steel Corporation, supply & installation of operating machines for lock valves, lower end of Lock 2, Welland Canal Twinning Project. *St Catharines & Thorold Ont*: Drope Paving & Construction Ltd, paving two sections of road between Locks 3 & 6, Welland Canal.

#### DEPARTMENT OF TRANSPORT

*Mill Village N S*: Eastern Contracting Ltd, construction of satellite communication ground station & related work. *Baie Comeau Que*: North Shore Construction Ltd, construction of paved runway, etc, Airport. *Dorval Que*: Miron Co Ltd, diversion of St Francois Road, Montreal International Airport. *Riviere du Loup Que*: Adrien Berube, construction of marine radio station. *Kitchener Ont*: J M Fuller Ltd, construction of non directional beacon bldg. *Malton Ont*: Dufferin Construction Co, resurfacing, etc, runway 14-32, Toronto International Airport. *Parisienne Island Ont*: Malach Roofing & Flooring Ltd, construction of dwelling. *Uplands Ont*: Sanco Ltd, cleaning Air Terminal & other bldgs, Ottawa Airport; Coady Construction Ltd, construction of storage bldg & related work, Airport; A G Reed Ltd, rehabilitation of taxiway lighting, Ottawa Airport. *The Pas Man*: Tallman Construction Co Ltd, construction of runway 12-30, etc, Airport. *Grande Prairie Alta*: Arthur A Voice Construction Co Ltd, surface treatment of runway 11-29, etc, Airport. *Abbotsford B C*: R A Adair Construction Ltd, rebuilding manholes & catch basins, Airport; Ace Electric Service Co Ltd, installation of low intensity lighting on Approach No 18 & related work, Airport. *Fort Nelson B C*: Huber Electric Ltd, revisions to lighting for apron & taxiways, etc, Airport. *Pitt Meadows B C*: Jack Cewe Ltd, surface treatment of runway 07-25, etc, Airport. *Prince George B C*: Caledonia Electric Ltd, installation of runway approach & taxiway lighting, Airport; Lodon Contract-



ing Co Ltd, clearing approaches for runways 05-23 & 18-36. *Terrace B C*: Houle Electric Ltd, installation of lighting on extension to runway 14-32, etc, Airport. *Victoria B C*: Modern Building Cleaning Service of Canada Ltd, cleaning Air Terminal & control tower bldgs, International Airport. *Westview B C*: Nanaimo Bulldozing Co Ltd, recapping of runway, Airport. *Lower Post, B C & Watson Lake Y T*: 918 Construction Ltd, construction of dwellings. *Dawson City Y T*: Solar Construction Co Ltd, construction of dwelling units & related work. *Yellowknife N W T*: Byrnes & Hall Construction Ltd, reconstruction of radio range bldgs, etc.

In addition, this Department awarded 21 contracts containing the General Fair Wages Clause.

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## General Assistance Legislation

*(Continued from page 785)*

less than he is eligible to receive under Section 7(c) of The Social Assistance Act, the Old Age Assistance Act, the Blind Persons' Allowances Act or the Old Age Security Act. Should the total amount paid to a municipal unit for the maintenance of a needy person exceed the cost to the municipality, the excess is to be paid or credited to the person being maintained or to the person making payment on his behalf.

### NEW BRUNSWICK

Order-in-Council 63/274 under the Health Act, gazetted May 8, 1963, amends Regula-

tions for the Inspection, Licensing and Control of Nursing Homes and Places Offering Accommodation for the Aged and Infirm.

Under the amended Regulations non-ambulatory patients in nursing homes may be accommodated on floors above the ground level if the building was formerly used and approved as a hospital. The approval of the Minister and of the Fire Marshal is necessary, and 24-hour supervision of patients is required.

—Research and Statistics Division,  
Department of National Health and Welfare.

## Decisions of Umpire

*(Continued from page 814)*

Most of the experience of the claimant has been in retail clothing stores and it is normal for her to build her hopes of permanent employment in the field that she found likable.

I would therefore allow the claimant's appeal. . .

The claimant appealed to the Umpire on April 15 and said, "I refused the job given to me by the Unemployment Commission because my former employer called me in to commence work two days prior to your call for a job."

**Considerations and Conclusions:** The purpose of the Unemployment Insurance Act is to alleviate the hardship created by involuntary unemployment, and the idea that an insured person has the choice of working or collecting benefit has always been

repugnant to the Umpire, as can be seen in several decisions and particularly in CUBs 2044 and 2054.

In the instant case, the claimant was offered suitable employment of a continuing nature and her reason for refusing it, namely that she wanted "to wait for any work that [her former employer] might give her," is, in the absence of evidence that she had a definite prospect of continuing employment there in the near future, nothing but an option to collect unemployment insurance benefit instead of working.

In view of the foregoing, I consider that the majority decision of the board of referees should be affirmed.

I consequently decide to dismiss the claimant's appeal.

## PRICE INDEX

### Consumer Price Index, August 1964

The consumer price index (1949=100) decreased 0.1 per cent to 136.1 at the beginning of August from 136.2 in July. The August index was 1.6 per cent above the August 1963 index of 133.9.

The food, clothing and transportation components contributed to the decline in the month. The housing, recreation and reading, and tobacco and alcohol components were unchanged and the health and personal care index increased slightly.

The food index was 0.2 per cent lower in August at 135.1 from 135.4, reflecting lower prices for fresh fruit and vegetables, sugar, jam, lamb, veal and lower priced cuts of beef. Prices were higher for dairy products, eggs, coffee and tea, soft drinks, catsup, butter, margarine, higher priced beef cuts, rib chops, cured pork, fish, and poultry.

The housing index was unchanged at 138.7. A slight increase in the shelter component offset a decrease in household operation. In shelter, higher insurance rates moved the index. The household operation index declined 0.1 per cent, reflecting sale prices for furniture, floor coverings, curtain material, and utensils and equipment. Prices for household supplies and services were slightly higher.

The clothing index declined 0.1 per cent to 118.9 from 119.0 as a result of sale prices for men's and children's wear and footwear. Slightly higher prices were recorded for women's wear and piece goods.

The transportation index was 0.1 per cent lower at 141.4 from 141.6 in July. Lower prices for new cars moved the automobile operation component but lower taxi fares in a few cities were not sufficient to move the local transportation component.

The health and personal care index increased 0.1 per cent to 167.5 from 167.3. An increase in the health care component resulted from higher prices for pharmaceuticals and prescriptions but the personal care component declined owing to lower prices for some personal care supplies.

The recreation and reading index was unchanged at 151.5. Slightly higher prices for camera film, bicycles and admissions to sporting events were not sufficient to move the index.

The tobacco and alcohol index remained at 120.2.

Group indexes in August 1963 were: food 133.2, housing 136.3, clothing 115.9, transportation 141.0, health and personal care 162.8, recreation and reading 148.8, and tobacco and alcohol 118.1.

### City Consumer Price Indexes, July 1964

Consumer price indexes were higher in nine of the ten regional cities and unchanged in the other between June and July. Increases ranged from 0.4 per cent in Halifax, Montreal, and Toronto to 0.7 per cent in St. John's and Ottawa.

Food indexes were higher in all cities, by from 0.6 per cent in Winnipeg to 2.5 per cent in Ottawa. Indexes for housing edged up in two cities, were unchanged in five and lower in three. One city had a higher and three a lower clothing index; six were unchanged. In the transportation component, nine cities had declines and the tenth was unchanged. Health and personal care indexes rose in one city, fell in three and were unchanged in six. There were mixed movements in the recreation and reading indexes: four higher and six lower. Tobacco and alcohol indexes were unchanged in all cities but St. John's, where there was an increase.

Regional consumer price index point changes between June and July were as follows: Ottawa +1.0 to 136.9; St. John's +0.9 to 121.9\*; Saint John +0.7 to 135.5; Saskatoon-Regina +0.7 to 130.5; Montreal +0.6 to 135.8; Edmonton-Calgary +0.6 to 128.7; Vancouver +0.6 to 133.3; Halifax +0.5 to 132.7; Toronto +0.5 to 137.6. Winnipeg remained unchanged at 132.4.

### Wholesale Price Index, July 1964

Canada's general wholesale index (1935-39=100) eased down 0.2 per cent to 244.9 in July from the June index of 245.4 and was 0.5 per cent lower than the July 1963 index of 246.2.

Four of the eight major group indexes were lower, and three were higher. The remaining one, iron products, was unchanged.

The animal products group index declined 0.9 per cent to 252.0 from 254.3, the vegetable products group index decreased 0.2 per cent to 220.9 from 221.4. Decreases of 0.2 per cent occurred also in the textile products group index, to 248.0 from 248.6, and in the chemical products group index, to 191.2 from 191.6.

Three major group indexes advanced by 0.2 per cent or less in July; non-metallic minerals to 190.8 from 190.5; wood products to 332.6 from 332.3; and non-ferrous metals to 205.0 from 204.9.

The iron products group index was unchanged at 255.1.

*The index of Canadian farm product prices at terminal markets (1935-39=100)*

\* On base June 1951=100.



declined 0.7 per cent from 226.0 to 224.5 in the four-week period ended July 24. The animal products index dropped 1.0 per cent from 271.6 to 269.0, and the field products index declined 0.1 per cent from 180.3 to 180.1.

The price index of non-residential building materials (1949=100) in July was 141.4, unchanged from June. The price index of residential building materials (1935-39=100) eased off 0.1 per cent in July to 330.5 from 330.8 in June.

#### U.S. Consumer Price Index, July 1964

The United States consumer price index (1957-59=100) rose 0.3 per cent to 108.3 in July from 108.0 in June. This was the

sharpest increase of the year. The index in July 1963 stood at 107.1.

Rising food prices were responsible for the increase. Meats, fresh fruits and vegetables were among the items that cost more in July.

#### British Index of Retail Prices, June 1964

The British index of retail prices (Jan. 16, 1962=100) stood at 107.4 in mid-June, compared with 107.0 in mid-May. The June 1963 index was 103.9.

The rise in the index during the month was due mainly to higher prices for beef and some other food items. The food index rose to 109.1 from 107.8 in May.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 191

#### Ability Tests

1. BERDIE, RALPH FREIMUTH. *Testing in Guidance and Counseling* [by] Ralph F. Berdie [and others] New York, McGraw-Hill, 1963. Pp. 288.

2. U.S. OFFICE OF EDUCATION. *Types of Tests in Project Talent; Standardized Aptitude and Achievement Tests*, by John T. Dailey and Marion F. Shaycroft. Washington, GPO, 1961. Pp. 62.

#### Automation

3. NEW SOUTH WALES. INDUSTRIAL COMMISSION OF INQUIRY INTO RECENT MECHANISATION AND OTHER TECHNOLOGICAL CHANGES IN INDUSTRY. *Report and Recommendations of the Hon. Mr. Justice Richards on the inquiry into Recent Mechanisation and Other Technological Changes in Industry*, 1963. Sydney, Government Printer, 1963. Pp. 228.

4. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Occupational Training: Pathway to Employ-*

*ment; a Report of Occupational Training under the Area Redevelopment Act, for the Fiscal Year ending June 30, 1963*. Washington, GPO, 1964. Pp. 36.

#### Conferences

5. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 16th, 1963. *Proceedings*. Albany, Matthew Bender, 1963. Pp. 359.

Conference held June 10, 11, 12, 1963.

Some topics discussed at this conference were: race discrimination and the U.S. National Labor Relations Act, lockouts, automation and the retraining of employees, plant removal and its effect on employees, government's role in industrial relations, the functioning of the U.S. National Labor Relations Board, arbitration of national emergency strikes, and various aspects of labour arbitration.

6. CONFERENCE ON STATISTICS, SIR GEORGE WILLIAMS UNIVERSITY, MONTREAL, 1961. *Papers*. Edited by Wm. C. Hood and John A. Sawyer. Toronto, University of Toronto Press, 1963. Pp. 170.

Conference held June 11-12, 1961, sponsored by the Canadian Political Science Association.

Contents: Regional Aspects of Labour Mobility in Canada, 1956-1959, by H. F. Greenway and G. W. Wheatley. The Flow of Migration among the Provinces in Canada, 1951-1961, by Yoshiko Kasahara. Population Migration in the Atlantic Provinces, by Kari Levitt. La détermination des zones agricoles sous-marginales, par Gerald Fortin. Some Calculations relating to Trends and Fluctuations in the Post-War Canadian Labour Market, by Frank L. Denton. Inter-industry Estimates of Canadian Imports, 1949-1958, by T. I. Matuszewski, Paul R. Pitts, and John A. Sawyer.

7. **FEDERAL-PROVINCIAL CONFERENCE, OTTAWA, 1963.** [*Proceedings*. Ottawa, Queen's Printer, 1964] Pp. 123.

Conference held in Ottawa, November 26 to 29, 1963.

Contains statements and submissions by the Prime Minister and by the provincial Premiers. Some of the topics discussed were the state of the Canadian economy, conditional grants and shared-cost programs, fiscal relations, the Canada Pension Plan, etc.

8. **U.S. BUREAU OF APPRENTICESHIP AND TRAINING.** *Highlights of Conference observing the 25th Anniversary of the National Apprenticeship Program*, Washington, D.C., August 21, 1962. Washington, GPO, 1963. Pp. 32.

#### Disabled—Rehabilitation

9. **BAUMAN, MARY KINSEY.** *Placing the Blind and Visually Handicapped in Professional Occupations*, by Mary K. Bauman and Norman M. Yoder. Prepared under a Grant from the Office of Vocational Rehabilitation, Dept. of Health, Education and Welfare. [n.p.] 1962. Pp. 254.

10. **BRITISH COUNCIL FOR REHABILITATION OF THE DISABLED.** *The Handicapped School-Leaver; Report of a Working Party Commissioned by the British Council for Rehabilitation of the Disabled under the Chairmanship of Elfed Thomas, and in Scotland under the Chairmanship of Thomas Ferguson.* London [1963?] Pp. 171.

11. **GUTHRIE, DUNCAN.** *Rehabilitation in Tropical Africa, 1963; a Report on Existing Services with Certain Recommendations for Developments.* London, National Fund for Research into Poliomyelitis and Other Crippling Diseases, 1963. 1 volume (unpaged).

The author was invited to visit Africa by the International Society for Rehabilitation of the Disabled to survey rehabilitation services there and to make a report thereon.

#### Dropouts

12. **U.S. BUREAU OF APPRENTICESHIP AND TRAINING.** *Apprentice Dropouts in the Construction Industry.* Washington, 1960. Pp. 12.

13. **WATSON, GOODWIN BARBOUR,** Ed. *No Room at the Bottom; Automation and the Reluctant Learner.* Washington, Project on the Educational Implications of Automation, National Education Association, 1963. Pp. 102.

Based on the Proceedings of a Symposium held in St. Louis, Mo., Aug. 29, 1962, sponsored by the Project on the Educational Implications of Automation, National Education Association.

A discussion of ways and means of motivating reluctant learners, or dropouts, to continue their schooling. Automation requires a higher level of education and greater flexibility. The preface of this book states, "In brief, automation means there is *no room* (or very little room) *at the bottom* of the ladder of occupational skills."

#### Economic Conditions

14. **FOOHEY, DAVID E.** *An Explanation of Quarterly Fluctuations in Canadian Consumption Expenditure.* Ottawa, Economics and Research Branch, Dept. of Labour, 1962. Pp. 12.

15. **GALBRAITH, JOHN KENNETH.** *Economic Development in Perspective.* Cambridge, Harvard University Press, 1963 [c.1962] Pp. 76.

This book is based on five lectures given in India in 1961 while the author was American ambassador there. He discusses the various types of help required by developing nations.

16. **UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST.** *Economic Survey of Asia and the Far East, 1963.* New York, United Nations, 1964. Pp. 238.

#### Education

17. **CONANT, JAMES BRYANT.** *The Education of American Teachers.* New York, McGraw-Hill, 1963. Pp. 275.

The author along with several collaborators made a two-year (1961-1963) study of teacher certification policies in 16 state capitals and of teacher-training programs in 77 institutions in 22 states. As a result of his investigations, he suggests some changes in teacher education.

18. **DOWNEY, LAWRENCE WILLIAM,** Ed. *The Canadian Secondary School: an Appraisal and a Forecast; a Collection of the Papers delivered at the Conference on the Canadian High School sponsored by the Department of Secondary Education, University of Alberta,* edited by Lawrence W. Downey and L. Ruth Godwin. Toronto, Macmillan Co. of Canada and W. J. Gage, c1963. Pp. 128.

Partial Contents: Re-assessing the Purposes of Secondary Education. Accommodating Differences among Students. Accounting for the Adolescent Culture. Teaching in the Secondary School. Looking at Secondary Education in Other Nations [in Great Britain and in the U.S.]. Anticipating the Shape of Things to come.

19. **COUNCIL OF CHIEF STATE SCHOOL OFFICERS.** *State Department of Education Leadership through Research, a Policy Statement.* Washington, 1963. Pp. 31.

20. **GREAT BRITAIN. CENTRAL ADVISORY COUNCIL FOR EDUCATION (ENGLAND).** *Half our Future; a Report.* London, HMSO, 1963. Pp. 299.



The Council's terms of reference were "To consider the education between the ages 13 and 16 of pupils of average or less than average ability who are or will be following full-time courses either at school or in establishments of further education. The term education shall be understood to include extra-curricular activities."

21. INSTITUTE ON PROGRAMMING, STAMFORD, CONN., 1961. *Programmed Instruction in Industry and Education; Proceedings of the Institute on Programming*, sponsored by Public Service Research inc., Stamford, Conn. Editor: Gilbert E. Teal. Associate editors: George L. Geis and Ralph A. Fabrizio. With a Foreword by Donald E. Payne. Stamford, Conn., Public Service Research, 1963. Pp. 316.

Institute held July 10-14, 1961.

22. NEW YORK (STATE). COMMITTEE ON MEDICAL EDUCATION. *Education for the Health Professions; a Comprehensive Plan for Comprehensive Care to meet New York's Needs in an Age of Change; A Report to the Governor and the Board of Regents*. [Albany, Board] of Regents, New York State Education Dept.] 1963. Pp. 114.

The Committee studied and made recommendations on health care needs in New York State over the next 20 years.

#### Electronic Data Processing

23. AMERICAN MANAGEMENT ASSOCIATION. *Case Studies in Computer-based Management*. New York, c1963. Pp. 43.

Partial Contents: The Computer: New Opportunities and Responsibilities. A General Management Computer System. Application of Computer-based Management to Manufacturing. The Impact of Computer-based Management Operations on Marketing. Computer-controlled Freight Operations. The Need for Systems Specialists.

24. CANADA. DEPARTMENT OF LABOUR. *A Second Survey of Electronic Data Processing in Canada, 1962*. Queen's Printer, 1964. Pp. 83.

Contents: The Status of Electronic Data Processing in Canada, 1962. Computer Utilization. Electronic Data Processing Personnel. Potential Employment Impact. Salaries of E. D.P. Personnel. Also includes alphabetic lists of computer users and of computer manufacturers and distributors co-operating in the survey.

25. MUMFORD, ENID. *Living with a Computer*. London, Institute of Personnel Management, 1964. Pp. 43.

Tells of the experience of nine British industrial and commercial firms in planning for and installing computers. Considers why a company installs a computer, when staff should be told about the company's plans for installation, how management and the clerical staff

react when a computer is installed, what kind of staff is needed to run it, and the special responsibilities of the personnel manager.

26. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Electronic Data Processing—I; a Suggested 2-year Post High School Curriculum for Computer Programmers and Business Applications Analysts*. Washington, GPO, 1963. Pp. 49.

#### Industrial Health

27. INTERNATIONAL OCCUPATIONAL SAFETY AND HEALTH INFORMATION CENTRE. *Health and Safety Aspects of Automation and Technological Change; [a Collection of Abstracts, 1956 to 1962]*. Washington, U.S. Dept. of Labor, Manpower Administration] Office of Manpower, Automation and Training, 1964. Pp. 181.

The International Occupational Safety and Health Information Centre was set up by the International Labour Organization in 1959 and has its headquarters at the International Labour Office. This publication was issued by the United States Department of Labour.

28. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1963*. Winnipeg, 1964. Pp. 32.

29. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Work-Injury Rates in the Highway and Street Construction Industry, 1961*. Washington, GPO, 1963. Pp. 37.

#### Industrial Relations

30. INTERNATIONAL LABOUR OFFICE. *The Scope and Methods of Collective Bargaining in the Iron and Steel Industry*. Third item on the agenda. Geneva, 1963. Pp. 102.

At head of title: Report 3. International Labour Organization. Iron and Steel Committee. 7th sess., Cardiff, 1963.

31. KAISER STEEL CORPORATION-UNITED STEELWORKERS OF AMERICA LONG RANGE COMMITTEE. *The Long Range Sharing Plan of Kaiser Steel Corporation, Fontana Operations, and the United Steelworkers of America, Locals No. 2869 & No. 3677*. December 1962. [Fontana, Cal.? 1962?] 41.

The Long Range Committee of the Kaiser Steel Corporation and United Steelworkers of America is a tripartite committee representing the company, the union and general public. It devised a plan to deal with increases in cost-of-living and to promote stable employment conditions, etc.

## Labour Laws and Legislation

32. FALCONE, NICHOLAS S. *Labor Law*. New York, Wiley, 1962. Pp. 502.

Deals with the development of labour law in the U.S. up to the Labor-Management Reporting and Disclosure Act (the Landrum-Griffin Act) of 1959.

33. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Mexico*. Washington, GPO, 1963. Pp. 70.

## Labour Organization

34. CANADIAN LABOUR CONGRESS. *Report of Proceedings, Fourth Constitutional Convention, Vancouver, B.C., April 9-13, 1962*. Ottawa, 1962. Pp. 161.

35. CANADIAN LABOUR CONGRESS. EXECUTIVE COUNCIL. *Report to the Fourth Constitutional Convention, Vancouver, B.C., April 1962*. Ottawa, 1962. Pp. 97.

36. INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. PUBLIC REVIEW BOARD. *Sixth Annual Report to the Membership of the United Automobile, Aerospace and Agricultural Implement Workers of America, 1962-1963*. Detroit, 1964. Pp. 36.

The UAW Public Review Board examines union members' complaints concerning union administration.

37. TEXTILE WORKERS UNION OF AMERICA. *Proceedings, Twelfth Biennial Convention, Miami Beach, Fla., May 7-11, 1962*. New York, 1962. Pp. 210.

38. UNITED STEELWORKERS OF AMERICA. *Proceedings of the Eleventh Constitutional Convention held in Miami Beach, September 17 to 21, 1962*. Pittsburgh, 1963. Pp. 551.

39. UNITED STEELWORKERS OF AMERICA. DISTRICT No. 6. *Director's Report [to the] National Policy Conference, April 16-17-18, 1964, Montreal, Quebec*. Toronto, 1964. Pp. 75.

## Labour Supply

40. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *The Geographic Mobility of Labor: A First Report* by John B. Lansing [and others] prepared for U.S. Area Redevelopment Administration, U.S. Social Security Administration [and] U.S. Bureau of Employment Security. Ann Arbor, 1963. Pp. 315.

The results presented in this study are based on three separate sets of interviews carried out in 1962 by the Survey Research Center of the University of Michigan. Information is

given concerning patterns of mobility, determinants of mobility, the process of moving, attitudes toward employment agencies, experience with public assistance and welfare, and redevelopment areas and mobility.

41. U.S. BUREAU OF LABOR STATISTICS. *Scientists, Engineers, and Technicians in the 1960's; Requirements and Supply*. Washington, GPO, 1964. Pp. 68.

"Prepared for the National Science Foundation."

42. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Nation's Manpower Revolution. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-eighth Congress, First Session, relating to the Training and Utilization of the Manpower Resources of the Nation*. Washington, GPO, 1963-1964. 9 parts.

Hearings held May 20-December 5, 1963. The Committee's hearings dealt with unemployment, its causes, and possible solutions for its education. Proposed legislation was considered as well.

43. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *People, Skills, and Jobs; Highlights from the Manpower Report of the President*. Washington, GPO, 1963. Pp. 29.

"Presents a brief explanation of [the United States'] most pressing manpower problems."

## Labouring Classes

44. DOWNIE, JAMES H. *Some Social and Industrial Implications of Shift Work; Summary of an Investigation by the Study Groups based on HRH The Duke of Edinburgh's Study Conference, 1956*. London, Industrial Welfare Society, 1963. Pp. 24.

45. SAYLES, LEONARD ROBERT. *Behavior of Industrial Work Groups: Prediction and Control*. New York, Wiley, 1958. Pp. 182.

Seeks to present an appraisal of human relations in industry and to explain why work groups differ in their relations to management and the union. The author considers why some sections of a factory are always embroiled in friction while other sections work in harmony.

46. U.S. BUREAU OF LABOR STATISTICS. *Labor in Indonesia*. Washington, GPO, 1963. Pp. 64.

47. U.S. BUREAU OF LABOR STATISTICS. *Labor in Mexico*. Washington, GPO, 1963. Pp. 108.

48. U.S. BUREAU OF LABOR STATISTICS. *Labor in Nigeria*. Washington, GPO, 1963. Pp. 45.

Study prepared for the Agency for International Development (AID).



## Minimum Wages

49. AUSTRALIA. BUREAU OF CENSUS AND STATISTICS. *Minimum Wage Rates, January 1961 to June 1963*. Canberra, 1963. Pp. 18.

50. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Restaurants and Other Food Service Enterprises. Data pertinent to an Evaluation of the Need for and the Feasibility of extending the Minimum Wage*. January 1964. Washington, GPO, 1964. Pp. 93, 71.

## Occupations

51. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Mining Occupations*. 2d ed. Ottawa, Queen's Printer [1963] Pp. 48.

"This booklet deals, primarily, with manual jobs in the four main branches of mining—exploration, development, mining (both surface and underground), well drilling (oil and natural gas), as well as milling and other primary treatments and mine-to-market operations." Includes information on preparation and training, advancement, working conditions, employment outlook, and earnings, etc.

52. UNITED STEELWORKERS OF AMERICA. *Job Description and Classification Manual for Hourly Rated Production, Maintenance and Non-confidential Clerical Jobs*. January 1, 1963. [By] United Steelworkers of America and Coordinating Committee Steel Companies. Pittsburgh, 1963. 1 volume (unpaged).

## Wages and Hours

53. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment and Earnings in the Scientific and Technical Professions, 1959-1962*. Ottawa, Queen's Printer, 1963. Pp. 24.

54. McCULLOCH, JOHN RAMSAY. *A Treatise on the Circumstances which determine the Rate of Wages and the Condition of the Labouring Classes*. New York, Augustus M. Kelley, Bookseller, 1963. Pp. 117.

Facsimile reprint of the 2nd edition, corrected and improved, 1854.

Original title page reads: *A Treatise on the Circumstances which determine the Rate of Wages and the Condition of the Labouring Classes; including an Inquiry into the Influence of Combinations*. 2d ed., corrected and improved. London, G. Routledge & Co., 1854.

The author (1789-1864) was a British economist and statistician. He was professor of political economy at London University from 1828 to 1832 and in 1838 he became comptroller of H.M. Stationery Office.

55. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Iron and Steel Foundries, November 1962*. Washington, GPO, 1963. Pp. 63.

56. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March, 1963; Accountants and Auditors, Attorneys, Personnel Management, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical*. Washington, GPO, 1963. Pp. 55.

## Women

57. U.S. WOMEN'S BUREAU. *Governors' Commissions on the Status of Women*. Washington, 1964. Pp. 8.

U.S. Women's Bureau Leaflet 38.

58. U.S. WOMEN'S BUREAU. *Women Telephone Workers and Changing Technology*. Washington, GPO, 1963. Pp. 46.

Indicates the effects of technological improvements on the number of women employed in the telephone industry; considers the gradual changes in job content caused by automation; and suggests what might happen in the employment situation in the future.

59. WARD, BARBARA E., Ed. *Women in the New Asia; the Changing Social Roles of Men and Women in South and South-East Asia*. Paris, UNESCO, 1963. Pp. 529.

Contains the result of a gathering of material made under the auspices of the UNESCO Major Project on Mutual Appreciation of Eastern and Western Cultural Values.

## Miscellaneous

60. CANADA. CIVIL SERVICE COMMISSION. MANAGEMENT ANALYSIS DIVISION. *Forms Design and Control Manual*. Rev. ed. Ottawa, Queen's Printer, 1963. Pp. 82.

61. COUNCIL OF SOCIAL PLANNING, ALAMEDA COUNTY, CAL. *Report of the Homemaker Demonstration Project; a Pilot Project jointly sponsored by Council of Social Planning, Alameda County and Department of Social Welfare, State of California*. Oakland, Cal., 1963. Pp. 22.

62. COUNCIL ON AGING FOR SEATTLE AND KING COUNTY. *Helping Others to a Better Tomorrow: Pre-retirement Planning Handbook for Use of Employers, Labor Organizations and Professional Societies. Sponsor's Guide*. Seattle [1963?] Pp. 11, 14.

63. DYNES, RUSSELL ROWE. *Social Problems; Dissensus and Deviation in an Industrial Society* [by] Russell R. Dynes [and others] New York, Oxford University Press, 1964. Pp. 594.

A sociology textbook with particular application to the United States. Some of the topics considered are: the community, religion, science, medical care, mass communication, mass leisure, minority groups in the U.S., mental illness, and criminal behavior.

64. ELKIN, FREDERICK. *The Family in Canada; an Account of Present Knowledge and Gaps in Knowledge about Canadian Families*. Ottawa, Canadian Conference on the Family, 1964. Pp. 192.

"This volume was commissioned by the Canadian Conference on the Family (meeting in Ottawa, June 4 to 10, 1964) as a preliminary study and as a source book on families in Canada."

65. GRAUBARD, STEPHEN RICHARDS. *British Labour and the Russian Revolution, 1917-1924*. Cambridge, Harvard University Press, 1956. Pp. 305.

Examines the influence of the Russian Revolution on the British Labour Party and the British trade union movement during the years 1917 to 1924.

66. INTERNATIONAL LABOUR OFFICE. *Substitution for Article 35 of the Constitution of the International Labour Organization of the Proposals referred to the Conference by the Governing Body at*

*its 157th Session*. Ninth item on the agenda. Geneva, 1964. Pp. 19.

At head of title: Report 9. International Labour Conference. 48th sess., Geneva, 1964.

Contains text in English and French of the Draft Instrument for the Amendment of the Constitution of the International Labour Organization for consideration by those attending the 48th Session of the ILO.

67. KOHLER, MARY CONWAY. *Youth in the World of Work; Some Demonstrations of Guidance, Training and Work Programs for Youth in the United States*. [Prepared by Mary Conway Kohler and Marcia K. Freedman. New York, Taconic Foundation, 1962] Pp. 59.

68. PACKARD, VANCE OAKLEY. *The Naked Society*. New York, D. McKay, Co., 1964. Pp. 369.

The author examines invasions of the individual's privacy, such as "lie detector" tests for employment, wiretapping, investigation of the individual's background by private detectives for various reasons, etc.

69. U.S. BUREAU OF LABOR STATISTICS. *National Emergency Disputes under the Labor Management Relations (Taft-Hartley) Act, 1947-62*. Rev. ed. Washington, GPO, 1963. Pp. 36.

## Collective Bargaining Scene

(Continued from page 795)

provision for 3 wks. vacation after 5 yrs. of service and 4 wks. after 20 yrs. of service; apprenticeship program to be introduced; rate for labourer will be \$2.26 an hr. after Dec. 1, 1966; agreement to expire Aug. 31, 1967.

MANITOBA TELEPHONE—IBEW (AFL-CIO/CLC) (TRAFFIC EMPL.): 19-mo. agreement covering 1,000 empl.—wage increases of 4¢ to 6¢ an hr. retroactive to April 1, 1964 and 5¢ to 5¢ an hr. eff. April 1, 1965; 4 wks. vacation after 30 yrs. of service (formerly after 35 yrs.); agreement to expire March 31, 1966.

McCORMICK'S LTD., LONDON, ONT.—MILLERS (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—wage increases of 7¢ an hr. eff. Aug. 12, 1964 and 7¢ an hr. eff. Aug. 12, 1965 for male empl.; wage increases of 5¢ an hr. eff. Aug. 12, 1964 and 5¢ an hr. eff. Aug. 12, 1965 for female empl.; wage increases of 12¢ an hr. eff. Aug. 12, 1964 and 7¢ an hr. eff. Aug. 12, 1965 for maintenance empl.; 3 wks. vacation after 11 yrs. of service (formerly after 12 yrs.); rate for labourer will be \$1.93 an hr. after Aug. 12, 1965; agreement to expire Aug. 12, 1966.

OKANAGAN FEDERATED SHIPPERS' ASSN., OKANAGAN VALLEY, B.C.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 4,000 empl.—wage increases of 9¢ an hr. for male empl., 6¢ an hr. for female empl. and 3% on piece rates eff. Sept. 1, 1964; additional wage increases of 5¢ an hr. for male empl., 3¢ an hr. for female empl. and 2% on piece rates eff. Sept. 1, 1965; agreement to expire August 31, 1966.

PACIFIC PRESS, VANCOUVER, B.C.—NEWSPAPER GUILD (AFL-CIO/CLC): 3-yr. agreement covering 640 empl.—general wage increases (compounded) of 3½% retroactive to July 1, 1964, 3½% eff. July 1, 1965 and 3½% eff. July 1, 1966; 4 wks. vacation after 19 yrs. of service eff. Jan. 1, 1967 (at present after 25 yrs.); provision for employment guarantee during life of agreement for staff employed up to July 1, 1964; provision for joint standing committee to study effects of technological change and to make recommendations for relocation and retraining of empl.; employer to contribute toward retraining; rate for clerk after July 1, 1966 will be \$56 a wk.; agreement to expire June 30, 1967.

SASK. WHEAT POOL (COUNTRY ELEVATOR DIV.), SASKATOON, SASK.—SASK. WHEAT POOL EMPL. (CLC) (OPERATING EMPL.): 2-yr. agreement covering 1,000 empl.—general wage increases of 4% in first yr. of agreement and 2½% in second yr. of agreement; 2 wks. vacation after 1 yr. of service maintained, 3 wks. vacation after 6 yrs. of service (formerly after 25 yrs.) and 4 wks. vacation after 26 yrs. of service (new provision); monthly salary for agent grade 1 will be \$273; agreement to expire July 31, 1966.

SWIFT CDN., MONCTON, N.B., TORONTO, ONT., ST. BONIFACE, MAN., EDMONTON, ALTA., RICHMOND, B.C. & UNION PACKING, CALGARY, ALTA.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 3,000 empl.—wage increases of 6¢ an hr. eff. Aug. 1, 1964 and 5¢ an hr. eff. Aug. 1, 1965; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); agreement to expire Aug. 1, 1966.

TORONTO CLOAK MFRS. ASSN., TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—wage increases of 6½% for piece wks., \$5 a wk. for empl. in cutting department and 10¢ an hr. for unskilled empl.; 1 additional paid holiday; rate for female general labourer \$1.08 an hr.; agreement to expire June 30, 1967.



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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 22, 1964

(Estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	7,204	656	2,006	2,646	1,224	672
Men.....	5,214	494	1,484	1,855	899	482
Women.....	1,990	162	522	791	325	190
14-19 years.....	924	92	270	315	168	79
20-24 years.....	943	101	309	309	149	75
25-44 years.....	3,038	254	861	1,138	499	286
45-64 years.....	2,081	188	521	792	367	213
65 years and over.....	218	21	45	92	41	19
Employed.....	6,957	626	1,906	2,578	1,201	646
Men.....	5,028	468	1,405	1,808	883	464
Women.....	1,929	158	501	770	318	182
Agriculture.....	714	47	120	189	323	35
Non-agriculture.....	6,243	579	1,786	2,389	878	611
Paid Workers.....	5,760	513	1,626	2,235	818	568
Men.....	4,039	371	1,174	1,530	558	406
Women.....	1,721	142	452	705	260	162
Unemployed.....	247	30	100	68	23	26
Men.....	186	26	79	47	16	18
Women.....	61	*	21	21	*	*
Persons not in the Labour Force.....	5,584	631	1,679	1,817	939	518
Men.....	1,135	148	333	344	192	118
Women.....	4,449	483	1,346	1,473	747	400

\* Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
AUGUST 22, 1964, CANADA**

(Estimates in thousands)

SOURCE: Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> . . .	12,788	2,026	3,691	986	3,812	908	1,365
Labour Force . . . . .	7,204	924	3,584	900	963	615	218
Employed . . . . .	6,957	851	3,505	845	945	600	211
Unemployed . . . . .	247	73	79	55	18	15	*
Not in the labour force . . . . .	5,584	1,102	107	86	2,849	293	1,147
Participation rate <sup>(2)</sup>							
1964, August 22 . . . . .	56.3	45.6	97.1	91.3	25.3	67.7	16.0
July 18 . . . . .	56.7	47.5	97.0	91.4	25.1	68.3	15.9
Unemployment rate <sup>(3)</sup>							
1964, August 22 . . . . .	3.4	7.9	2.2	6.1	1.9	2.4	*
July 18 . . . . .	3.7	9.8	2.3	6.3	1.4	2.1	*

<sup>(1)</sup> Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The Labour Force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

\* Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED AUGUST 22, 1964**

(Estimates in thousands)

SOURCE: Labour Force Survey

	August 1964	July 1964	August 1963
Total Unemployed.....	247	265	270
On temporary layoff up to 30 days.....	16	16	18
Without work and seeking work.....	231	249	252
Seeking full-time work.....	216	227	239
Seeking part-time work.....	15	22	13
Seeking under 1 month.....	76	97	75
Seeking 1-3 months.....	89	86	95
Seeking 4-6 months.....	25	26	30
Seeking more than 6 months.....	41	40	52



## B—Labour Income

**TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY**

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>[1]</sup>						Totals <sup>[2]</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>[2]</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
June.....	48.3	513.6	169.9	.....	.....	.....	.....	.....	.....	1,843.2
July.....	49.0	509.1	172.4	.....	.....	.....	.....	.....	.....	1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September....	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	1,879.6
November....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February....	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March.....	48.8	529.8	165.4	.....	.....	.....	.....	.....	.....	1,839.5
April.....	47.3	532.6	170.6	.....	.....	.....	.....	.....	.....	1,870.5
May.....	49.2	548.1	175.6	75.2	376.1	105.8	826.4	1,820.9	225.9	1,942.8
June†.....	51.0	556.6	180.0	.....	.....	.....	.....	.....	.....	1,990.5

### Seasonally Adjusted

1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
June.....	47.3	499.8	165.3	.....	.....	.....	.....	.....	.....	1,780.4
July.....	47.5	499.1	165.2	.....	.....	.....	.....	.....	.....	1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September....	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February....	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March.....	50.1	540.0	173.5	.....	.....	.....	.....	.....	.....	1,906.5
April.....	49.0	535.1	175.1	.....	.....	.....	.....	.....	.....	1,913.1
May*.....	48.8	541.6	174.6	88.2	374.6	105.6	825.5	1,789.5	225.6	1,924.8
June†.....	49.9	541.7	175.2	.....	.....	.....	.....	.....	.....	1,922.8

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Employment, hours and earnings statistics for June will appear in the October number.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

**TABLE D-1—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfiled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
August 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
August 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
August 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
August 1962.....	21,214	21,256	42,470	198,639	96,606	295,245
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964 <sup>(1)</sup> .....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964 <sup>(1)</sup> .....	30,171	24,058	54,229	199,517	110,223	309,740

\*Current Vacancies only. Deferred Vacancies are excluded.

<sup>(1)</sup>Preliminary.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, JULY 1963—JULY 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—July.....	235,602	110,746	86,824	50,519	73,561	41,398
1963—August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,578
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	109,636	87,592	47,201	74,485	34,649
July <sup>(1)</sup> .....	237,632	111,717	97,585	53,022	81,610	42,217

<sup>(1)</sup> Preliminary.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING JULY 1964<sup>(1)</sup>**

(SOURCE: National Employment Service. Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from July 1963
<b>Agriculture, Fishing, Trapping</b> .....	<b>17,893</b>	<b>10,750</b>	<b>28,643</b>	<b>+ 3,728</b>
<b>Forestry</b> .....	<b>2,943</b>	<b>25</b>	<b>2,968</b>	<b>— 1</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>849</b>	<b>94</b>	<b>943</b>	<b>+ 35</b>
Metal Mining.....	529	22	551	+ 87
Fuels.....	120	43	163	+ 15
Non-Metal Mining.....	68	7	75	+ 73
Quarrying, Clay and Sand Pits.....	61	4	65	+ 27
Prospecting.....	71	18	89	+ 9
<b>Manufacturing</b> .....	<b>15,373</b>	<b>8,969</b>	<b>24,342</b>	<b>+ 1,104</b>
Foods and Beverages.....	3,086	3,638	6,724	+ 144
Tobacco and Tobacco Products.....	13	30	43	+ 11
Rubber Products.....	181	60	241	+ 93
Leather Products.....	154	239	393	+ 67
Textile Products (except clothing).....	480	311	791	+ 9
Clothing (textile and fur).....	360	1,643	2,003	+ 58
Wood Products.....	1,911	187	2,098	+ 20
Paper Products.....	1,274	281	1,555	+ 10
Printing, Publishing and Allied Industries.....	391	451	842	+ 6
Iron and Steel Products.....	3,207	308	3,515	+ 474
Transportation Equipment.....	1,761	272	2,033	+ 268
Non-Ferrous Metal Products.....	472	172	644	+ 126
Electrical Apparatus and Supplies.....	354	474	828	+ 32
Non-Metallic Mineral Products.....	618	105	723	+ 74
Products of Petroleum and Coal.....	47	13	60	+ 43
Chemical Products.....	559	317	876	+ 190
Miscellaneous Manufacturing Industries.....	505	468	973	+ 37
<b>Construction</b> .....	<b>11,940</b>	<b>262</b>	<b>12,202</b>	<b>+ 153</b>
General Contractors.....	7,765	138	7,903	+ 39
Special Trade Contractors.....	4,175	124	4,299	+ 192
<b>Transportation, Storage and Communication</b> .....	<b>7,722</b>	<b>387</b>	<b>8,109</b>	<b>+ 2,050</b>
Transportation.....	7,106	217	7,323	+ 1,895
Storage.....	472	67	539	+ 114
Communication.....	144	103	247	+ 41
<b>Public Utility Operation</b> .....	<b>322</b>	<b>39</b>	<b>361</b>	<b>— 13</b>
<b>Trade</b> .....	<b>8,431</b>	<b>5,623</b>	<b>14,054</b>	<b>+ 557</b>
Wholesale.....	3,776	1,818	5,594	+ 333
Retail.....	4,655	3,805	8,460	+ 224
<b>Finance, Insurance and Real Estate</b> .....	<b>688</b>	<b>1,097</b>	<b>1,785</b>	<b>+ 189</b>
<b>Service</b> .....	<b>15,449</b>	<b>14,971</b>	<b>30,420</b>	<b>+ 1,372</b>
Community or Public Service.....	842	1,302	2,144	+ 145
Government Service.....	4,079	1,299	5,378	+ 857
Recreation Service.....	3,045	334	3,379	+ 432
Business Service.....	2,683	925	3,608	+ 401
Personal Service.....	4,800	11,111	15,911	+ 339
<b>GRAND TOTAL</b> .....	<b>81,610</b>	<b>42,217</b>	<b>123,827</b>	<b>+ 8,868</b>

<sup>(1)</sup> Preliminary.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT JULY 31, 1964 <sup>(1)</sup>**

(Source: National Employment Service. Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	7,518	2,112	9,630
Clerical Workers.....	18,550	45,381	63,931
Sales Workers.....	7,282	15,077	22,359
Personal & Domestic Service Workers.....	26,675	22,352	49,027
Seamen.....	1,093	26	1,119
Agriculture, Fishing, Forestry (Ex. log.).....	5,062	779	5,841
Skilled and Semi-Skilled Workers.....	77,608	14,449	92,057
Food and kindred products (incl. tobacco).....	775	366	1,141
Textiles, clothing, etc.....	1,684	8,192	9,876
Lumber and lumber products.....	5,465	90	5,555
Pulp, paper (incl. printing).....	927	346	1,273
Leather and leather products.....	776	780	1,556
Stone, clay & glass products.....	230	32	262
Metalworking.....	10,700	1,192	11,892
Electrical.....	1,978	1,200	3,178
Transportation equipment.....	1,448	73	1,521
Mining.....	815	.....	815
Construction.....	15,575	3	15,578
Transportation (except seamen).....	13,859	94	13,953
Communications & public utility.....	406	24	430
Trade and service.....	3,601	1,091	4,692
Other skilled and semi-skilled.....	12,965	722	13,687
Foremen.....	1,567	232	1,799
Apprentices.....	4,837	12	4,849
Unskilled Workers.....	89,776	28,623	118,399
Food and tobacco.....	3,360	5,893	9,253
Lumber & lumber products.....	5,389	245	5,634
Metalworking.....	3,265	625	3,890
Construction.....	31,743	2	31,745
Other unskilled workers.....	46,019	21,858	67,877
<b>GRAND TOTAL.....</b>	<b>233,564</b>	<b>128,799</b>	<b>362,363</b>

<sup>(1)</sup> Preliminary.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT JULY 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) July 31, 1964	Previous Year July 31, 1964		(a) July 31, 1964	Previous Year July 31, 1963
<b>Newfoundland</b> .....	<b>7,858</b>	<b>8,157</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	1,646	1,214	Sherbrooke.....	3,445	3,878
Grand Falls.....	561	591	Sorel.....	1,597	1,083
St. John's.....	5,651	6,352	Thetford Mines.....	1,468	1,342
<b>Prince Edward Island</b> .....	<b>1,445</b>	<b>1,217</b>	Trois-Rivières.....	3,032	3,556
Charlottetown.....	934	540	Val d'Or.....	940	1,530
Summerside.....	511	677	Valleyfield.....	1,550	2,026
<b>Nova Scotia</b> .....	<b>12,786</b>	<b>12,318</b>	Victoriaville.....	1,574	1,374
Amherst.....	477	545	Ville St. Georges.....	1,518	1,162
Bridgewater.....	481	459	<b>Ontario</b> .....	<b>127,066</b>	<b>127,546</b>
Halifax.....	4,688	4,069	Amprior.....	183	206
Inverness.....	215	223	Barrie.....	848	832
Kentville.....	910	1,039	Belleville.....	1,056	1,393
Liverpool.....	259	190	Bracebridge.....	312	274
New Glasgow.....	1,152	1,523	Brampton.....	1,011	1,635
Springhill.....	284	444	Brantford.....	2,020	1,674
Sydney.....	2,339	1,883	Brockville.....	443	306
Sydney Mines.....	483	565	Carleton Place.....	317	268
Truro.....	855	816	Chatham.....	1,512	2,430
Yarmouth.....	643	568	Cobourg.....	965	766
<b>New Brunswick</b> .....	<b>11,102</b>	<b>11,416</b>	Collingwood.....	404	617
Bathurst.....	969	890	Cornwall.....	2,259	1,482
Campbellton.....	1,141	797	Elliot Lake.....	291	306
Edmundston.....	451	634	Fort Erie.....	295	492
Fredericton.....	995	1,199	Fort Frances.....	249	180
Minto.....	170	234	Fort William.....	1,150	1,203
Moncton <sup>(a)</sup> .....	2,662	2,902	Galt.....	1,166	829
Newcastle.....	863	887	Gananoque.....	204	126
Saint John.....	2,701	2,711	Goderich.....	213	213
St. Stephen.....	542	475	Guelph.....	1,086	1,094
Sussex.....	203	275	Hamilton.....	8,675	8,723
Woodstock.....	405	412	Hawkesbury.....	311	340
<b>Quebec</b> .....	<b>122,656</b>	<b>121,222</b>	Kapusking.....	332	643
Alma.....	1,236	1,568	Kenora.....	326	356
Asbestos.....	332	291	Kingston.....	1,314	1,339
Baie Comeau.....	461	391	Kirkland Lake.....	403	618
Beauharnois.....	1,424	1,178	Kitchener.....	2,295	2,246
Buckingham.....	390	490	Leamington.....	485	972
Causapscal.....	644	548	Lindsay.....	967	698
Chandler.....	895	977	Listowel.....	141	175
Chicoutimi.....	1,625	2,101	London.....	3,036	3,483
Cowansville.....	326	324	Long Branch.....	2,834	3,016
Dolbeau.....	753	942	Midland.....	288	437
Drummondville.....	1,424	1,375	Napanee.....	229	259
Farnham.....	199	278	New Liskeard.....	291	316
Forestville.....	209	229	Newmarket.....	753	933
Gaspé.....	521	689	Niagara Falls.....	1,099	1,199
Granby.....	2,018	1,590	North Bay.....	729	684
Hull.....	2,168	2,043	Oakville.....	918	665
Joliette.....	4,868	3,045	Orillia.....	529	618
Jonquière.....	2,228	2,200	Oshawa.....	10,218	10,850
Lachute.....	340	417	Ottawa.....	5,273	4,555
Lac Mégantic.....	462	435	Owen Sound.....	732	908
La Malbaie.....	550	606	Parry Sound.....	146	169
La Tuque.....	456	562	Pembroke.....	803	801
Lévis.....	2,300	1,611	Perth.....	291	327
Louiseville.....	502	740	Peterborough.....	1,668	1,894
Magog.....	382	429	Picton.....	176	127
Maniwaki.....	313	356	Port Arthur.....	1,507	1,267
Matane.....	633	633	Port Colborne.....	623	517
Mont-Laurier.....	449	400	Prescott.....	539	437
Montmagny.....	825	762	Renfrew.....	564	341
Montréal.....	50,412	50,541	St. Catharines.....	4,557	4,813
New Richmond.....	835	542	St. Thomas.....	669	657
Port Alfred.....	453	653	Sarnia.....	1,844	1,549
Québec.....	10,079	8,851	Sault Ste. Marie.....	1,474	1,564
Rimouski.....	1,174	1,267	Simcoe.....	1,132	1,598
Rivière du Loup.....	1,793	1,511	Smiths Falls.....	271	248
Roberval.....	1,285	1,019	Stratford.....	503	465
Rouyn.....	1,420	1,981	Sturgeon Falls.....	297	432
Ste. Agathe des Monts.....	266	241	Sudbury.....	2,189	3,805
Ste. Anne de Bellevue.....	597	673	Tillsonburg.....	565	725
Ste. Thérèse.....	1,388	1,700	Timmins.....	1,008	1,230
St. Hyacinthe.....	1,187	1,229	Toronto.....	32,748	28,424
St. Jean.....	1,777	2,326	Trenton.....	636	647
St. Jérôme.....	2,024	1,554	Walkerton.....	417	312
Sept-Îles.....	928	1,133	Wallaceburg.....	601	610
Shawinigan.....	2,970	2,849	Wellsand.....	2,474	1,913
			Weston.....	3,000	2,876
			Windsor.....	7,661	8,875
			Woodstock.....	541	573

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT JULY 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) July 31, 1964	Previous Year July 31, 1963		(1) July 31, 1964	Previous Year July 31, 1963
<b>Manitoba</b> .....	<b>14,984</b>	<b>15,035</b>	<b>British Columbia</b> .....	<b>38,208</b>	<b>38,756</b>
Brandon.....	781	808	Chilliwack.....	840	616
Dauphin.....	382	464	Courtenay.....	411	504
Flin Flon.....	132	141	Cranbrook.....	410	500
Portage la Prairie.....	427	465	Dawson Creek.....	718	971
The Pas.....	231	184	Duncan.....	386	515
Winnipeg.....	13,031	12,973	Kamloops.....	1,953	792
<b>Saskatchewan</b> .....	<b>7,520</b>	<b>8,349</b>	Kelowna.....	695	633
Estevan.....	174	119	Mission City.....	600	521
Lloydminster.....	107	112	Nanaimo.....	586	653
Moose Jaw.....	741	653	Nelson.....	462	438
North Battleford.....	573	556	New Westminster.....	4,761	5,355
Prince Albert.....	902	1,267	Penticton.....	813	745
Regina.....	2,184	2,808	Port Alberni.....	511	551
Saskatoon.....	1,937	1,916	Prince George.....	1,599	1,032
Swift Current.....	214	217	Prince Rupert.....	659	662
Weyburn.....	106	110	Quesnel.....	435	461
Yorkton.....	582	591	Trail.....	524	529
<b>Alberta</b> .....	<b>18,738</b>	<b>19,369</b>	Vancouver.....	18,466	19,061
Blairmore.....	308	261	Vernon.....	574	700
Calgary.....	6,577	6,103	Victoria.....	2,577	2,873
Drumheller.....	278	219	Whitehorse.....	228	283
Edmonton.....	8,447	9,290	<b>CANADA</b> .....	<b>362,363</b>	<b>363,385</b>
Edson.....	143	168	<b>Males</b> .....	<b>233,564</b>	<b>241,035</b>
Grande Prairie.....	567	707	<b>Females</b> .....	<b>128,799</b>	<b>122,350</b>
Lethbridge.....	1,022	1,064			
Medicine Hat.....	711	735			
Red Deer.....	685	822			

(1) Preliminary.

(2) Includes 355 registrations reported by the Magdalen Islands local office.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT (Revised) \***

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1964—May .....	4,152,000	3,901,900	250,100
April .....	4,280,000	3,782,300	497,700
March .....	4,348,000	3,750,700	597,300
February .....	4,339,000	3,731,900	607,100
January .....	4,334,000	3,735,400	598,600
1963—December .....	4,326,000	3,793,700	532,300
November .....	4,192,000	3,888,600	303,400
October .....	4,125,000	3,906,100	218,900
September .....	4,122,000	3,935,700	186,300
August .....	4,132,000	3,939,500	192,500
July .....	4,086,000	3,867,000	219,000
June .....	4,077,000	3,856,700	220,300
May .....	4,113,370	3,728,780	384,590†

\* May 1963 to April 1964 revised on the basis of book renewal at June 1, 1963.

† The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
JUNE 30, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	May 29 1964	June 28 1963
CANADA.....	201,919	77,499	58,602	42,361	23,457	250,054	220,260
Male.....	127,241	51,096	38,363	24,732	13,050	171,311	142,117
Female.....	74,678	26,403	20,239	17,629	10,407	78,743	78,143
Nfld.....	6,528	1,859	1,910	1,938	821	8,568	6,235
Male.....	5,342	1,576	1,607	1,580	579	7,289	5,319
Female.....	1,186	283	303	358	242	1,279	916
Prince Edward Island.....	694	288	183	134	89	916	805
Male.....	466	199	116	90	61	639	491
Female.....	228	89	67	44	28	277	314
Nova Scotia.....	9,467	3,128	3,108	1,978	1,253	13,660	11,307
Male.....	6,837	2,238	2,421	1,305	873	10,600	8,578
Female.....	2,630	890	687	673	380	3,060	2,729
New Brunswick.....	8,303	2,769	3,088	1,683	763	11,790	9,295
Male.....	5,834	1,900	2,356	1,129	449	9,247	6,786
Female.....	2,469	869	732	554	314	2,543	2,509
Quebec.....	65,459	24,554	20,752	12,915	7,238	80,794	69,712
Male.....	43,604	16,920	14,320	8,425	3,940	58,640	47,239
Female.....	21,854	7,634	6,432	4,490	3,298	22,154	22,473
Ontario.....	63,598	26,600	16,126	12,832	8,040	70,727	71,046
Male.....	35,038	15,384	8,842	6,491	4,321	41,287	41,055
Female.....	28,560	11,216	7,284	6,341	3,719	29,440	29,991
Manitoba.....	7,726	2,626	2,157	2,072	871	11,434	10,803
Male.....	4,547	1,538	1,411	1,116	482	7,650	7,002
Female.....	3,179	1,088	746	956	389	3,784	3,801
Saskatchewan.....	3,586	925	962	1,024	675	5,468	4,535
Male.....	1,850	510	542	495	303	3,522	2,457
Female.....	1,736	415	420	529	372	1,946	2,078
Alberta.....	10,691	3,238	3,497	2,773	1,183	17,197	12,089
Male.....	6,807	2,069	2,348	1,707	683	12,797	8,162
Female.....	3,884	1,169	1,149	1,066	500	4,400	3,927
British Columbia.....	25,867	11,512	6,819	5,012	2,524	29,500	24,433
Male.....	16,915	8,762	4,400	2,394	1,359	19,640	15,028
Female.....	8,952	2,750	2,419	2,618	1,165	9,860	9,405

\* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE  
JUNE 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,625	1,319	306	2,123	1,198	925	510
Prince Edward Island.....	291	203	88	274	182	92	126
Nova Scotia.....	3,248	2,306	942	3,270	2,242	1,028	1,196
New Brunswick.....	2,767	1,912	855	2,811	1,859	952	1,219
Quebec.....	29,205	19,214	9,991	28,496	19,031	9,465	12,601
Ontario.....	30,966	20,383	10,583	27,475	18,577	8,898	13,158
Manitoba.....	2,539	1,824	715	2,708	1,823	885	810
Saskatchewan.....	1,107	857	250	1,169	705	464	328
Alberta.....	3,578	2,529	1,049	3,815	2,442	1,373	1,319
British Columbia (incl. Yukon Territory)	11,501	7,689	3,812	12,582	7,381	5,201	3,568
Total, Canada, June 1964.....	86,827	58,236	28,591	84,723	55,440	29,283	34,835
Total, Canada, May 1964.....	105,182	73,249	31,933	116,078	88,458	27,620	32,731
Total, Canada, June 1963.....	82,802	53,618	29,184	84,302	56,601	27,701	30,089

\* In addition, revised claims received numbered 29,337.

† In addition, 29,780 revised claims were disposed of. Of these, 2,814 were special requests not granted and 1,756 appeals by claimants. There were 6,963 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JUNE 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid
		\$
Newfoundland.....	23,400	610,952
Prince Edward Island.....	2,699	56,176
Nova Scotia.....	33,606	741,896
New Brunswick.....	28,720	659,116
Quebec.....	227,993	5,569,379
Ontario.....	209,393	4,974,001
Manitoba.....	27,703	636,928
Saskatchewan.....	14,342	331,064
Alberta.....	38,230	962,747
British Columbia (including Yukon Territory).....	78,096	1,995,476
Total, Canada, June 1964.....	684,182	16,537,735
Total, Canada, May 1964.....	1,361,151	33,117,274
Total, Canada, June 1963.....	675,263	15,986,894

\* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2

Note: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1964**

(1949=100)

	All items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	July 1963	June 1964	July 1964							
St. John's, Nfld.[1]	120.9	121.0	121.9	118.5	115.9	114.2	121.2	164.4	148.4	114.3
Halifax.....	132.0	132.2	132.7	130.4	133.2	129.0	135.1	167.4	169.9	124.6
Saint John.....	134.0	134.8	135.5	136.2	133.1	126.7	140.1	187.0	154.1	124.5
Montreal.....	133.4	135.2	135.8	141.4	135.6	110.8	158.2	174.9	151.6	123.7
Ottawa.....	134.5	135.9	136.9	137.3	137.0	123.7	156.8	172.9	148.0	125.3
Toronto.....	135.5	137.1	137.6	133.5	140.7	125.2	140.4	164.6	187.5	123.2
Winnipeg.....	130.9	132.4	132.4	132.6	128.8	124.9	134.6	182.4	141.3	127.2
Saskatoon-Regina..	129.0	129.8	130.5	132.5	128.0	131.4	133.8	147.8	146.1	119.9
Edmonton-										
Calgary.....	127.8	128.1	128.7	126.8	126.9	128.1	128.9	169.9	144.5	119.7
Vancouver.....	132.3	132.7	133.3	133.2	135.3	121.8	139.4	155.1	149.4	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1] St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540, June issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963: July.....	32	66	17,647	181,910	0.15
August.....	31	58	11,882	75,130	0.07
September.....	31	64	9,643	87,760	0.08
October.....	51	83	26,625	143,980	0.12
November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964: January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12

\* Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, JULY 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture.....	1	380	1,630
Forestry.....			
Mines.....			
Manufacturing.....	42	14,516	106,030
Construction.....	16	1,930	16,510
Transpn. & utilities.....	6	229	3,020
Trade.....	7	1,128	23,520
Finance.....			
Service.....			
Public administration.....			
All industries.....	72	18,183	147,710

**TABLE G-3—STRIKES AND LOCKOUTS, JULY 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	2	100	820
New Brunswick.....	1	39	40
Quebec.....	10	3,981	60,730
Ontario.....	37	3,545	36,490
Manitoba.....	5	644	4,220
Saskatchewan.....	5	311	930
Alberta.....	2	58	520
British Columbia.....	8	9,313	41,340
Federal.....	2	192	2,620
All jurisdictions.....	72	18,183	147,710

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JULY 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accu- mulated		
<b>AGRICULTURE</b> Holland River Gardens, Federal Farms and United Farms, Bradford, Ont.	Teamsters Loc. 419 (AFL-CIO/CLC)	380	1,630	4,720	June 21 July 6	Wages, hours, welfare, vaca- tions, statutory holidays~ 10¢ an hr. increase immedi- ately, 10¢ over next 2½ years; 48 hr. wk., 10¢ an hr. bonus to be paid over those hours, further negotiations still in progress.
<b>MANUFACTURING</b> <i>Food and Beverages</i> Royal Oak Dairies, Hamilton and Burlington, Ont.	Retail, Wholesale Employees Loc. 422 (AFL-CIO/CLC)	205	410	410	July 3 July 6	Wages, welfare plan~Return of workers.
<i>Wood</i> MacMillan, Bloedel & Powell River, Port Alberni, B.C.	Office Employees Loc. 15 (AFL-CIO/CLC)	4,732	23,660	127,100	May 19 July 9	Union certification, wages, fringe benefits~Modified version of Rand formula, other improvements to be settled by arbitration.
<i>Paper</i> Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,400	8,800	June 1 .....	Wages~
<i>Printing and Publishing</i> La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	26,400	49,200	June 3 .....	Automation, hours, sick leave, vacations, apprentice rates~
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	680	11,220	11,220	July 9 .....	Working conditions as affect- ed by computers~
<i>Primary Metals</i> Barber Die Casting, Hamilton, Ont.	Steelworkers Loc. 4153 (AFL-CIO/CLC)	135	2,160	2,160	July 3 July 27	Disciplinary dismissal of two workers~Basis of settle- ment not available.
Consolidated Mining and Smelting, Kimberley and Trail, B.C.	Mine, Mill and Smelter Workers Locs. 651 and 480 (Ind.)	4,161	12,480	12,480	July 17 July 20	Wages, hours, premium pay for week-end work, other improvements~Wage in- creases, 20¢ an hr. premium pay for week-end work, 4 weeks vacation after 20 years, 40 hr. wk.
<i>Machinery</i> Brown-Boggs Foundry & Machine, Hamilton, Ont.	U. E. Loc. 520 (Ind.)	200	1,000	1,000	July 2 July 9	Misunderstanding regarding shift rotation~Return of workers.
<i>Transportation Equipment</i> Port Arthur Shipbuilding, Current River, Ont.	Various unions (AFL-CIO/CLC)	143	2,440	2,440	June 29 July 23	Wages, fringe benefits~5¢ an hr. increase retroactive to Apr. 1, 1964, 5¢ July 23, 1964, 5¢ Apr. 1, 1965, 5¢ Oct. 1, 1965, 7¢ April 1, 1966 and 3¢ Oct. 1, 1966; improved wel- fare benefits.
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)	900	4,500	4,500	July 3 July 9	Presence at plant of outside workers on contract-out pro- ject~Agreement reached on all points.
<i>Electrical Products</i> Wagner-Leland (Division of Sangamo Co. Ltd.) Guelph, Ont.	I. U. E. Loc. 508 (AFL-CIO/CLC)	329	2,520	12,190	May 16 July 15	Wages~10¢ an hr. increase, other improvements.
Amalgamated Electric, Markham, Ont.	U.E. Loc. 542 (Ind.)	157	3,450	4,430	June 22 .....	Wages~
<i>Non-Metallic Mineral Products</i> Iroquois Glass, Candiac, Que.	Glass and Ceramic Workers Loc. 250 (AFL-CIO/CLC)	305	1,830	1,830	July 24 July 31	Disciplinary dismissal of one worker~Return of workers.



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JULY 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accu- mulated		
<i>Petroleum and Coal Products</i> Standard Oil Co. of B.C., North Burnaby, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	122	610	610	July 3 July 10	Suspension of three workers for refusing to unload con- tainers manufactured by a strikebound plant~Sus- pended workers reinstated, with return of workers when pickets withdrawn.
<i>Chemical Products</i> Canadian Industries, Millhaven, Ont.	Oil Workers Loc. 9670 (AFL-CIO/CLC)	325	330	330	July 17 July 18	Disciplinary suspension of one worker~Return of work- ers.
CONSTRUCTION Various electrical contractors, Niagara Peninsula, Ont.	I.B.E.W. Loc. 303 (AFL-CIO/CLC)	116	2,550	6,550	June 3 .....	Wages, fringe benefits~
Various sheet-metal contractors Hamilton and Stoney Creek, Ont.	Sheet-Metal Workers Loc. 537 (AFL-CIO/CLC)	258	2,320	4,900	June 17 July 15	Wages~15¢ an hr. increase immediately, 5¢ Jan. 1, 1965, 5¢ May 1, 1965, 5¢ Sept. 1, 1965, 5¢ May 1, 1966, 10¢ Sept. 1, 1966, 5¢ Jan. 1, 1967.
Various building contractors, Okanagan Valley, B.C.	Carpenters Loc. 1719 (AFL-CIO/CLC)	249	3,370	3,410	June 24 Aug. 3	Wages~Wage increases vary- ing according to classifica- tion and location.
Lakehead Builders' Exchange (Cement Finishing Div.) Port William, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	132	1,320	1,320	July 10 July 23	Wages, retroactive pay for ready-mix truck drivers, other improvements~10¢ an hr. increase retroactive to May 1, 1964, 10¢ Jan. 1, 1965, 5¢ July 1, 1965; reduction in hours from 44-40, other improvements.
Various plastering contractors, Winnipeg, Man.	Plasterers Loc. 334 (AFL-CIO/CLC)	140	140	140	July 21 July 22	Wages~10¢ an hr. increase.
National Electrical Contracting, Chute-aux-Outardes, Que.	Building Wokers' Federation (CNTU)	250	2,000	2,000	July 22 Aug. 3	Union recognition~Return of workers.
Winnipeg Builders' Exchange (Masonry Contractors' Assoc.) Winnipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	425	2,550	2,550	July 24 .....	Wages~
McNamara Construction (Western) Melfort, Sask.	International Operating Engineers Loc. 870 (AFL-CIO)	125	630	630	July 26 July 31	Wages, dismissal of 3 work- ers~ 8¢ an hr. increase immediately, 8¢ Mar. 15, 1965, 8¢ Mar. 15, 1966; 44 hr. wk., time and one-half over 44 hours.
TRANSPN. & UTILITIES <i>transportation</i> Sbestos Eastern Transport,* various locations, Que., and Toronto, Ont.	Teamsters Loc. 106 (Ind.)	167 (74)	2,300	4,250	June 15 July 20	Differing clauses in provin- cial contracts~11¢ an hr. in- crease and 48 hr. wk. in Ontario, no available in- formation for Quebec.
TRADE Dupuis Freres, Montreal, Que.	Commerce and Office Employees (CNTU)	950	19,000	32,300	June 15 July 28	Wages~Three weekly in- creases of \$3 each over a period of 2½ years, with \$1 increase for the last 6 months.
McCord & Co., Toronto, Ont.	Teamsters Loc. 230 (Ind.)	105	210	210	July 20 July 22	Alleged delay in negotia- tions~Return of workers.

\*Federal jurisdiction

Figures in parentheses indicate the number of workers indirectly affected.

## Explanatory Note to "Classification of Labour Market Areas" (page 787)

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

*Group 1: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, depending on the size and character of the area.

*Group 2: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

*Group 3: Balanced Labour Supply.* Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

*Group 4: Labour Shortage.* Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen

about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

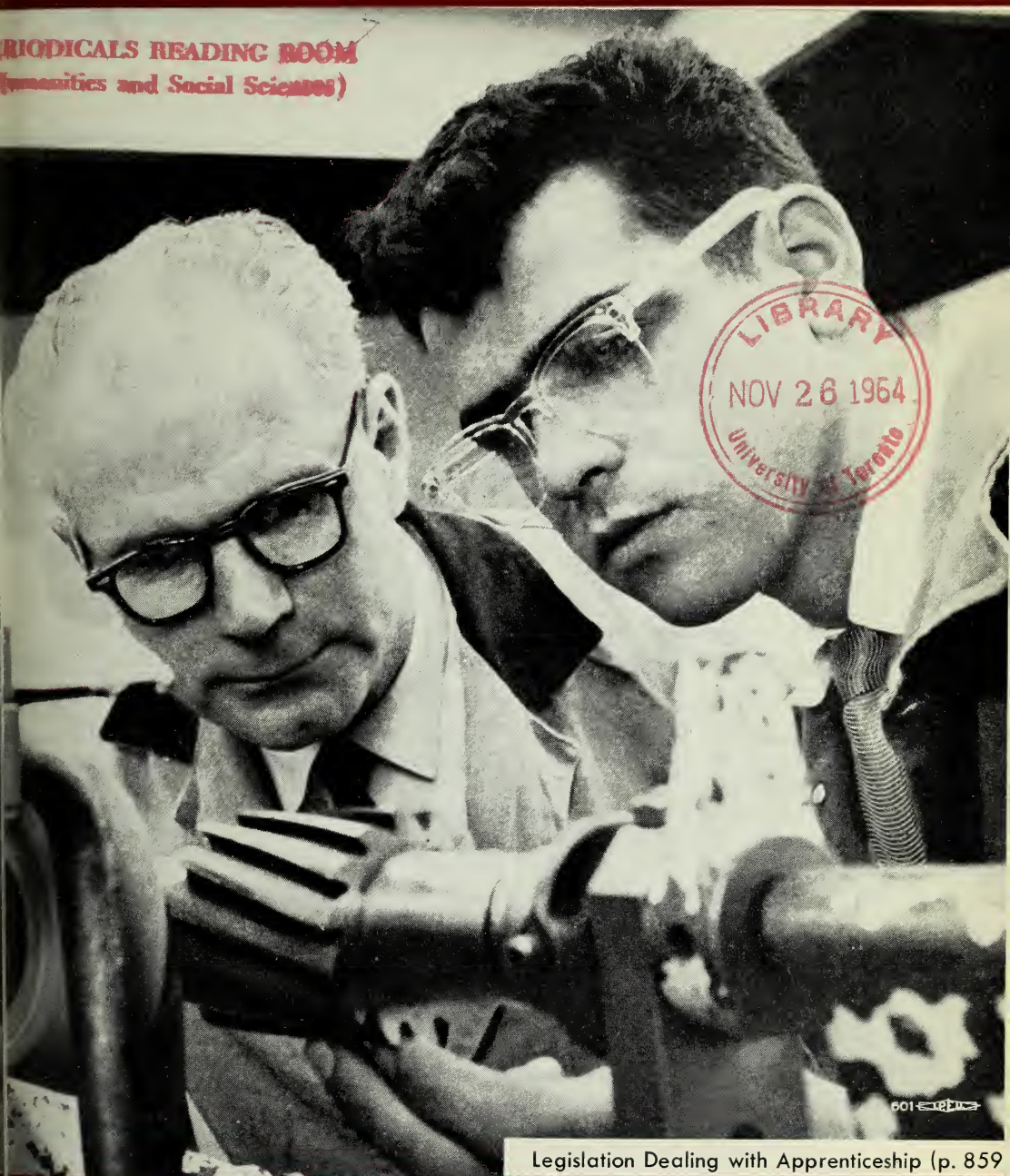
The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.



# LABOUR GAZETTE

PERIODICALS READING ROOM  
(Humanities and Social Sciences)



Legislation Dealing with Apprenticeship (p. 859)

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(Continued on page three of cover)



# THE LABOUR GAZETTE

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## Winter House Building Incentive Program, 1964

*Incentive of \$500 cash again offered for houses built mainly in winter months, from November 15, 1964 to March 31, 1965.*

*Last winter's program "successful beyond all expectations"*

Under the Winter House Building Incentive Program, the federal Government provides through the Department of Labour a direct payment of \$500 in cash to the owner-builder or the first purchaser of a house on which the major part of the construction is completed during the period from November 15, 1964 to March 31, 1965.

A winter-built house, under this program, means a single dwelling, or a multiple housing structure of not more than four units. Under certain conditions, row housing containing more than four dwelling units may also be eligible for the incentive payment.

The recipient of a cash payment for eligible house construction projects may use the money as he wishes. Payment of the incentive will be made to a person who has an eligible housing unit built by a contractor, builds it himself or acts as his own contractor, or is the first purchaser of an eligible house built by a merchant builder.

To be eligible under the program, a house must be built between November 15, 1964 and March 31, 1965. Construction may proceed to the first-floor joist stage before November 15, and outside painting, walks, driveways and landscaping may be completed after March 31.

Dwellings have to meet the normal standards of adequate housing and comply with local bylaws.

The Incentive Program is intended to stimulate winter employment in the building industry and at the same time increase employment in the industries and trades supplying building materials.

### To Obtain Incentive

To obtain the incentive, a person must obtain an application form from any National Employment Service office, or Central Mortgage and Housing Corporation office, for a certification as a winter-built house.

In order to qualify for the incentive, all residential structures must be inspected by Central Mortgage and Housing Corporation before construction has proceeded beyond the first floor joist stage, including subfloor, or its equivalent. Application for inspection must be made to the local CMHC office.

If work on the house is to begin before November 15, application for inspection must be made no later than November 1. If construction begins before November 15, the application should be submitted at least 15 days before the date on which the inspection is desired. Applications will not be accepted after March 15, 1965.

A final inspection will be made by CMHC upon completion of construction or on March 31, whichever is earlier, to ensure that the building has been completed and that it meets the requirements of the program.

The conditions of eligibility for the winter house-building incentive were given in THE LABOUR GAZETTE for October 1963, page 862.

When the house has been completed and certified as a winter-built house, the person who wants to receive the incentive will be given an application form for the incentive. The form will provide for a declaration to the effect that the applicant is the first owner of the building. When the form is returned payment will be made promptly.

Application forms containing detailed information of the program are available from offices of the Central Mortgage and Housing Corporation in most of the major centres in Canada. They may also be obtained from any local National Employment Service office, or by writing to the Special Services Branch, Department of Labour, Ottawa.

The Winter House Building Incentive program was first introduced a year ago "as an experiment." The Minister of Labour, Hon. Allan J. MacEachen, has reported to the House of Commons that it was "successful beyond all expectations."

Under last winter's program, 32,659 applications for the incentive payment were received. Of these, 3,412 were cancelled and 4,700 were rejected on first or final inspection because they did not meet the conditions of the program. A total of 24,547 applications were approved. These covered 28,162 dwelling units valued at \$549,488,861.

At the middle of September, incentive payments totalled \$11,836,000. When the incentive payments are made on all the units covered by approved applications, they will amount to \$14,081,000.



## 50 Years Ago This Month

*In month after outbreak of First World War, shock to business still being felt, although some manufacturers were beginning to benefit from orders for military supplies and equipment*

The shock to business confidence caused by the outbreak of the Great War in Europe early in August 1914 was still being felt throughout Canada in September.

Some manufacturers and dealers were beginning to benefit from orders for supplies for the army and from the chance to fill gaps in imports left by the cutting off of trade with Germany. But in general, the situation in the business world was one of uncertainty and lack of confidence.

### Heavy Unemployment

Unemployment continued to be heavy for the time of year. In Montreal, according to the report of the local correspondent in the October 1914 issue of the LABOUR GAZETTE, "in most branches of industry the men reported the employment situation was worse than at the beginning of last month . . . ." Some of the public work projects undertaken by the city had been stopped or delayed because of lack of funds.

The secretary of the Montreal Builders' Exchange said, "Almost no work is offering. Investors are not calling for plans; architects and engineers have reduced their staffs to the irreducible minimum . . . ."

In Toronto, "labour conditions during September continued unsettled, with large numbers of skilled and unskilled workers out of employment, but the situation showed a slight improvement as compared with August."

The Toronto District Labour Council, in conjunction with the Women's Patriotic League, undertook a house-to-house canvass of the city to obtain data about unemployment. About 1,600 persons would be required for the work, it was reported.

In Ottawa, large numbers of construction tradesmen were out of work. Out of about 80 stonemasons, only eight were employed. Two hundred carpenters were reported to be idle during September, and court actions had been threatened by members of the carpenters' union against several contractors who were alleged to have broken their contracts by reducing the wage scale.

In Hull, a reduction in wages in the pulp and other mills of about 25 per cent was expected to be put into effect, and in lumbering, wages were reported to be lower than in the previous year by that amount.

On the Prairies, a dry season and a short crop had resulted in a smaller than usual demand for harvest help. In Moose Jaw it was reported that labour organizations had decided to change their weekly meetings to semi-monthly ones, and semi-monthly meetings to monthly in order to save expense.

In Calgary, "no improvement was shown over the previous month in the building trades, all branches reporting that they had a large surplus of men." In Edmonton, "the general retrenchment and reduction in working forces which commenced during the previous month was continued throughout September."

Labour conditions in Vancouver "generally showed no improvement over last month. The number of unemployed was steadily increasing with the approach of winter. Business houses stated that owing to the general slackness of trade they were obliged to reduce their staffs as low as possible. The worst feature of the condition was the number of women and girls who were unemployed . . . ."

### Employment Better in Maritimes

Employment conditions appeared to be better in the Maritimes than in other parts of Canada. In Halifax, labour was generally fairly well employed during September, and in Truro, "the outlook was not discouraging." Labour conditions in Sydney were reported to be "quiet."

In the cities of Canada contributions were being made to the Patriotic Fund. In Montreal \$1,490,492 had been subscribed, "every company and everybody who could helping in some way with time or money for the purpose of taking care of the wives and families of those at the front."

In London, the Patriotic Fund had raised \$130,000, "and this amount will be used to relieve distress of all kinds, but more especially among wives and dependents of those gone to the war," this journal's local correspondent reported. "It is intended that every wife shall receive at least \$30 per month, to include allowance from Militia Department and balance from Patriotic Fund . . . ."

### Plan Training Program for Building of N.S. Heavy Water Plant

An extensive program to recruit and, where necessary, train in new skills a working force of 11,500 required for construction of Deuterium of Canada Limited's heavy water plant at Glace Bay, N.S., was announced jointly last month by Premier Robert L. Stanfield of Nova Scotia and Hon. Allan J. MacEachen, Minister of Labour.

The federal and provincial Departments of Labour, the National Employment Service, the provincial Departments of Education, and Trade and Industry, and the Nova Scotia Crown Corporation, Industrial Estates Limited, participated in preliminary discussions.

Construction of the \$30,000,000 plant was scheduled to begin in October and to be completed in the spring of 1966.

The policy will be to hire workers for construction through the facilities of the National Employment Service, as far as possible on a local basis. Where appropriate, training programs will be established to teach the skills required. This would be an extension of current training programs.

It has been estimated the job will need about 100 carpenters, 100 riggers, 30 millwrights, 150 welders, 150 pipefitters, 50 plumbers, 20 instrument mechanics, 50

structural steel workers, 20 insulation mechanics, 100 electricians and 50 heavy equipment operators. The Department believes many positions can be filled by men trained in the area.

A preliminary construction schedule prepared by the project consultants has scheduled site clearing, foundations, erection of towers, and remaining construction over the two-year period.

Contracts have been awarded for the construction of towers, the biggest single job of the project, which is to begin in January and be completed in two years.

National Employment Service offices on Cape Breton Island will process applicants for jobs. The offices are located at Sydney, Glace Bay, New Waterford, North Sydney, Sydney Mines, Inverness and Port Hawkesbury.

Planning has been done also on the operation of the plant itself. An estimated 200 persons will be employed in the plant operation, and consideration is being given to a technician training program to fill this demand. Additional men are expected to be required for the extension to the Seaboard Power Corporation plant that will supply secondary steam for the heavy water installation.

### Three Canadian Labour Leaders Died in September

Three prominent trade unionists, each with a record of more than 50 years of service to the labour movement, died during September. They were: William Jenoves, a general vice-president of the Canadian Labour Congress; Arthur J. Kelly, a former Canadian vice-president of the Brotherhood of Railroad Trainmen; and R. B. (Bob) Russell, a leader in the 1919 Winnipeg General Strike, and retired Executive Secretary of the Winnipeg and District Labour Council.

#### William Jenoves

William Jenoves, a general vice-president of the Canadian Labour Congress and President of the Toronto and District Labour Council, died at Toronto on September 4. He was 75 years of age.

Active in the labour movement for 61 years, he had served as President of the Toronto and District Labour Council for 23 years, and as business agent for Local 2 of the Bricklayers, Masons and Plasterers' International Union for 43 years. He was a vice-president of the Trades and Labour

Congress of Canada, and became a vice-president of the CLC at the merger in 1956.

On Labour Day, 1963, Toronto's union movement paid tribute to Mr. Jenoves at a banquet at which he was formally designated as the city's "Mister Labour."

Born in Scranton, Pa., in 1886, he came to Toronto with his father at the age of 10. At 13 he went to work as a six-cents-an-hour apprentice bricklayer. In 1903 he joined Local 2 of the Bricklayers, and in 1921 he became business agent, a job he held until his death.

In 1940 he was elected vice-president of the Toronto and District Trades and Labour Council, and president the next year. From then until his death, except for one year, he retained that position. In addition he was charter member and president for many years of the Toronto Building Trades Council.

He was also active in community affairs, serving on the Toronto Harbour Commission, the Canadian National Exhibition Board of Directors and the Toronto United Appeal.



### A. J. Kelly

Arthur J. Kelly, O.B.E., a former Canadian Vice-President of the Brotherhood of Railroad Trainmen, died at Ottawa on September 24. He was 75 years old.

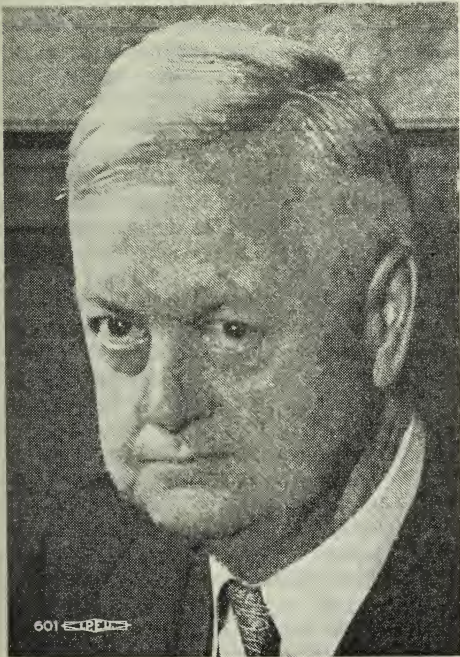
He was a vice-president of the Brotherhood from 1951 until his retirement because of ill health in 1958. He had served as deputy president from 1954.

In 1946 he was awarded the Order of the British Empire for his work in the labour movement.

Educated at Chatham, Ont., Mr. Kelly joined the CPR in 1906 as a spare brakeman and yardman at London, Ont. He joined the BRT a year later, became Treasurer of local Lodge No. 415, London, in 1908; became a member of the local grievance committee in 1913; Chairman of that committee in 1917; Vice-Chairman of the Ontario Legislative Board in 1930, and Chairman of that Board in 1931.

He served on the CPR General Committee from 1917 until 1939. He was elected Dominion Legislative Representative in 1935 and re-elected by acclamation in 1939, 1946 and 1950. Mr. Kelly became Vice-President in 1951 and a member of the Canadian Railway Board of Adjustment No. 1.

In June 1936, he was appointed Chief Agent for Canada. He held the posts of Deputy President and Chief Agent until July 1958, when he resigned all offices on account of ill health.



A. J. Kelly

He also represented labour at the ILO Conference at Geneva in 1950.

### R. B. Russell

R. B. (Bob) Russell, one of the leaders in the 1919 Winnipeg General Strike, died in Winnipeg on September 25. He was 75 years old, and had served in the labour movement for more than 50 years.

In 1962, he retired as Executive Secretary of the Winnipeg and District Labour Council because of ill health.

Mr. Russell, a native of Glasgow, Scotland, was jailed for sedition and conspiracy in the wake of the violent 1919 strike. He was paroled after serving one year of a two-year sentence.

Robert Boyd Russell served his apprenticeship as a machinist in the shipyards of Glasgow. Coming to Winnipeg in 1911, he worked as a machinist in the CPR Shops for two years. In 1913 he became the business agent for District Lodge No. 2, International Association of Machinists.

He was one of the leaders of the One Big Union from its founding in 1919 until it entered the CLC after the merger in 1956 that formed it. In July 1956, he was chosen to be Executive Secretary of the Winnipeg and District Labour Council (CLC).

R. B. Russell was a member of the Manitoba War Labour Board and the Labour Relations Board, the Apprenticeship Board, the License Board, and Religion-Labour Council of Manitoba.

### R. G. Currie, Chief Conciliator On West Coast, Has Retired

R. G. Currie, head of the West Coast office of the Department's Industrial Relations Branch, retired at the end of September. Entering the Department in 1937 as a junior wage investigator and conciliation officer, he became head of the Vancouver office in 1946.

Since then he has directed the growing activities of the office, which is responsible for the administration of federal labour legislation in British Columbia, Alberta, the Yukon and part of the Northwest Territories.

Mr. Currie has acted as Canadian Government delegate at four sessions of the ILO's Inland Transport Committee. In addition he has served on various commissions, including the federal-provincial enquiry affecting the fishing industry.

## Chrysler-UAW Agreement Hailed As "Breakthrough" on Pensions

Chrysler Corporation and the United Automobile Workers last month signed a three-year agreement that has been hailed as a "breakthrough" in the area of fringe benefits. Its terms give workers earlier retirement, bigger pensions, longer vacations, two additional paid holidays, a 50-per-cent increase in relief time, and improved wages. In addition the contract provides for improved pensions for those already retired.

From a wage standpoint, the contract is not exceptional. Workers will get no increase in hourly pay the first year; the money will be put into reserves for higher pension benefits. In the second and third years, pay raises will be 2.5 per cent, or between 7 and 12 cents an hour. But they will gain 1 cent in take-home pay from October 1, when the company assumed the cost of life and accident insurance.

The most important provisions in the pact are:

—Pensions will be paid on a basis of \$4.25 (formerly \$2.80) for each year of service. This will allow a worker with 30 years service to retire at 65 with a pension of \$127.50 a month, not including social security benefits.

—As an inducement to early retirement, designed to create more job openings for younger workers, workers whose age and service total 85 may retire at any time after age 55 and receive a pension adjusted actuarially—but no more than 70 per cent of base pay—so that workers who retire at 60 with 30 years service will get an average of \$381 a month (and up to \$400). If a worker keeps working until 65, his pension will drop to \$316, including social security benefits.

—Workers already retired will receive an increase of \$1.45 a month per year of service and the company will assume all (formerly half) of their medical and hospital insurance costs.

—Assembly-line workers will have 36 instead of 24 minutes a day relief time.

—Supplementary unemployment benefits will be increased from \$40 to a maximum \$50 a week, plus \$1.50 for each dependant up to four.

—Vacation time will be increased to three weeks from two, and two paid holidays will be added—Good Friday and the worker's birthday. The week of additional vacation is actually five days absence allowance that may be taken as little as four hours at a time for sickness, personal business or other "good" reason.

—Workers will get three days bereavement leave on the death of a spouse, child, parent, parent-in-law, sister or brother.

—Survivor benefits will be increased. Regardless of the age of the deceased employee, his widow receives \$100 monthly for two years. If the deceased was 55 years or older, his widow (no age requirement) gets 55 per cent of the pension he would have received. If the deceased's widow is 50 years old, she receives \$100 a month for two years until age 52; from age 52 to 62, she will receive \$100 a month, provided she is getting no social security and does not remarry. At age 62 she will get 55 per cent of her husband's assumed pension, plus social security.

The company gained a reduction in the number of full-time union representatives in the plant paid by the company, from one steward for every 135 men to a level nearer to the one for every 250 that applies in General Motors and Ford plants.

The Chrysler contract provided the pattern for the UAW's agreement a week later with Ford. The union gained an additional benefit from the larger company in the form of a \$25-\$100 Christmas bonus, to be paid from the supplementary unemployment benefit fund when the fund is at a maximum level, the amount depending on the money available.

## In Parliament Last Month

*(page numbers refer to Hansard)*

The Minister of Labour introduced the Department of Labour estimates on September 4 (p. 7661). After noting the "marked" improvement in the unemployment picture, the Minister said the committee would be asked to provide \$228,079,800 in the main estimates, and \$263,004 in supplementary estimates. Of the main estimate, \$114,491,504 would be required by the Department proper and \$113,851,300 by the UIC.

On September 16, the Minister of Labour announced that unemployment insurance benefits would be paid to striking Toronto printers as the insurance officer had ruled that work stoppage terminated September 7 (p. 8077).

On September 14, Hon. J. C. Pickersgill, Minister of Transport, introduced Bill C-120, implementing recommendations of the Royal Commission on Transportation "with respect to the rationalization of branch lines of railways and passenger train services and the fixing of freight rates under and consistent with a national transportation policy suited to modern transportation conditions" (p. 7978).



# Technological Change and Industrial Relations

*Changes in industrial relations to reflect effects on workers and unions of technological change are most significant since emergence of industrial unionism in 1930's, conference told*

The effects of technological change on collective bargaining and on the role of government in labour-management relations were discussed by George S. Saunders, Chief of the Labour-Management Division, Economics and Research Branch, Department of Labour, in an address last month at the 16th Dominion-Provincial Conference on Coal.

Dr. Saunders commented also on technological change and industrial relations in the coal-mining industry.

"The effects of technological change on workers and on unions are reflected in the most significant changes in industrial relations since the emergence of industrial unionism in the 1930's," Dr. Saunders said.

Technological change has increased in the past decade because of the intensified international competition facing Canada, and because of rapid advances in research and development. Although in the long run technological change can increase employment and income, he said, in the short run it can result in the depression of some occupations, industries and areas.

The historical attitude of the labour movement to technological change, Dr. Saunders said, had varied from outright opposition, to acceptance coupled with attempts to mitigate its adverse effects on the workers by means of restrictive work rules governing the use of materials, work methods, work assignments and the size of work crews.

Although this attitude was not dead, there was evidence of the growth of co-operation rather than conflict between labour and management in this matter.

The friction caused by technological change in Canada had developed during the period since 1957, the year Canadian industry began to feel the effects of increasing competition for markets, which had given a new impetus to management's search for more efficient methods of production. The period since 1957 had also been one of high unemployment.

The consequences of these changes had been that in collective bargaining the emphasis had shifted from wages to job security, with tougher negotiations and longer strikes.

In these circumstances, two methods of reconciling the conflict between management's need for freedom and the worker's

desire for security had developed. The first of these had taken the form of provisions in collective agreements to soften the adverse effects of change on the workers. These provisions included: severance pay and supplementary unemployment benefits, designed to help those laid off until new employment could be found; shorter hours, longer vacations and early retirement, designed to cause employment to be shared among greater numbers; and retraining and relocation schemes, designed to prepare redundant workers for new jobs.

A number of these measures, Dr. Saunders said, implied a new level of co-operation between labour and management. This particularly applied to retraining and relocation schemes, which, to be successful, called for continuous co-operation between the parties. He mentioned the Armour Company experiment in the United States (L.G. 1961, p. 938) as "a pioneering example of the retraining and relocation scheme."

The second method of dealing with the human problems of technological change was by joint consultation and research. This method calls for far-reaching changes in traditional collective bargaining relations, and is "so radical that its successful introduction has come about only after long and bitter negotiations and strikes," the most famous example of which is the 116-day strike in the United States steel industry in 1959.

The new mode of accommodation emerged in the form of a human relations committee. The committee is made up of members from the union and the companies. The function of the committee is to study industrial relations problems away from the bargaining table. In this way, industrial relations problems can be solved before they become major issues in collective bargaining. Since the human relations committee was established, two contracts have been signed in the steel industry with a minimum of conflict.

A similar agreement reached in Canada was between the Metal Trades Federation (CNTU) and the Quebec Iron and Titanium Company. Signed after a long strike, this agreement provided for a human relations committee to study and recommend solutions to problems such as job reclassification and technical retraining of employees.

In addition, the company agreed to make every effort to retrain the transfer workers affected by technological change to suitable work elsewhere.

Human relations committees or joint study committees are now being established in other industries, such as automobile and aluminum. These committees are not to deal with grievances and are not negotiating committees, but are to solve problems away from the strained atmosphere of the bargaining table and to provide solutions acceptable to both parties.

Two agreements in the United States cited by Dr. Saunders as the outcome of the work of these committees were an agreement between Kaiser Steel Company and the United Steelworkers (L.G., Feb., p. 101).

The agreement is designed to promote employment and income security for production, maintenance, clerical and technical workers who are affected by technological change. Among other things the agreement provides for the establishment of a plant-wide employment reserve in which employees will be assigned, at company discretion, to work anywhere in the plant. Such assignment, however, is not to be used to displace other employees, to avoid recall of laid-off workers or to reduce hours of work below 40 per cent.

The agreement provides also for short week benefits for employees whose work-week falls below 40 hours because of technological change. Employees in the reserve who are downgraded because of technological change are entitled to a displacement differential payment. Perhaps the most important aspect of the agreement is a formula whereby savings resulting from technological change are shared between the employees and the company.

In the second agreement, signed in October 1960 in the West Coast longshore industry between the International Longshoremen's and Warehousemen's Union and the Pacific Maritime Association, the union abandoned most of its restrictive practices and its historical resistance to mechanization in return for a jointly managed income security fund of \$5 million a year for 5½ years. The fund is financed solely by employer contributions.

The fund serves two purposes: first, it guarantees a straight-time weekly wage to compensate for the loss of work opportunities caused by new contract provisions (as opposed to the loss of work opportunities caused by declines in economic activity); second, it provides a pension plan with vesting rights and early retirement provisions. The employers in the industry believe the savings which result from this agreement will more than offset their contributions to the income security fund.

In Canada, besides the Quebec Iron and Titanium agreement already referred to, an agreement between the Canadian railways and their non-operating employees signed in 1962 (L.G. 1962, p. 1181) provided for the establishment of a job security fund that came into effect on January 1, 1963. The fund, which was to be built up by company contributions of 1 cent per hour worked and paid for, was to provide for one or more of the following: severance pay, supplementary unemployment benefits, retraining programs, reallocation of employees, or such other related purposes as might be agreed upon.

The agreement stated that no expenditures would be made from the job security fund until the unions' seniority rules had been revised to facilitate reasonable mobility of workers.

A third Canadian agreement, in the Montreal construction industry, met the problem of maintaining security and welfare benefits in an industry where labour mobility was high by providing for portable pensions and group life insurance. Having been extended under the Quebec Collective Agreement Act, the contract now covers some 7,000 employers and 44,000 workers.

The agreements mentioned, the speaker said, had all been signed within the past five years, and are examples of the way collective bargaining can respond to the problems of technological change.

As technological change continues we can expect new approaches to human problems to emerge on a much wider scale. For example, the need for greater worker mobility may result in a broadening of the bargaining unit and seniority lines; it may also result in more provisions for the portability of pension, vacation and welfare insurance provisions. We may even see co-operation and consolidation among unions to provide a broader base for labour mobility in this era of technological change.

Turning to the role of government "in this changing industrial relations environment," Dr. Saunders briefly described what the federal Government was doing to smooth the path of industrial change for the workers affected by it. In response to the problems of technological change, the traditional role of government in labour matters had been expanded to provide a number of services designed to alleviate hardship to the workers. "In the matter of labour relations the new function of government is one of supporting and encouraging the parties to solve their own problems," he said.

The services being provided by the federal Government included: the Labour-Management Co-operation Service of the Department of Labour, which aimed to



encourage the establishment of labour-management committees to consider such matters as safety, waste, efficiency and quality of product; the new Manpower Consultative Service, which was designed to help labour and management in the joint resolution of, and research into problems of technological change; the Department of Labour-University Research Program to encourage industrial relations research in the universities; and the various training and retraining programs offered under the Vocational and Training Assistance Act of 1960.

The speaker then went on to comment on the peculiar aspects of technological change in the coal mining industry, in Canada and in the United States. "Coal mining in both Canada and the United States has undergone very severe changes which resulted in heavy layoffs of miners," he said.

In the United States, most of the layoffs during the 1950's were caused by greater productivity following mechanization. In Canada, however, layoffs during the past decade were mainly caused by declining markets. Between 1949 and 1960, output in Canadian coal mines declined by 47 per cent and employment declined by 54 per cent. In the United States industry in this same period, output declined by only 5 per cent while employment declined by 60 per cent. The United States experience suggests very large increases in productivity. These increases were certainly much greater than those experienced in the Canadian coal mining industry.

Under the leadership of John L. Lewis, the policy of the United Mine Workers in the United States had been to encourage accelerated technological change, even though this meant mass layoffs of mine workers. The union went so far as to avoid contract provisions that would hamper or discourage the employers from making such changes; and as a result, the UMW contracts in the United States contained no provisions for severance pay, supplementary unemployment benefits, retraining or relocation of laid-off workers, or similar measures to alleviate the hardship to the workers caused by technological change.

"This policy on the part of the mine workers is a marked departure from the policies and attitudes of the labour movement as a whole toward technological change," Dr. Saunders pointed out. At the same time, it had resulted in rapidly increasing wages for those miners who remained in the industry.

It appeared, however, that the economic and industrial experience of the Canadian coal mining industry had been different from those of the American industry. In the Canadian industry, technological change had not gone as far as in the American, the main employment problem in Canadian coal

mining having arisen from loss of markets. The Canadian industry, however was now being mechanized, and this would have a severe impact on the employment opportunity and occupational distribution of Canadian miners.

The speaker expressed the opinion that, for several reasons, the response of the United Mine Workers Union in Canada would be different from what it had been in the United States in the 1950's, and he gave several reasons for this opinion. "In the United States industry, negotiations take place at the national level, and settlements apply uniformly across the country. Regional and local autonomy are virtually non-existent. . . . The lack of local union autonomy has been an important factor in the success of the United Mine Workers' policy toward technological change in the United States coal mining industry."

Coal miners in Canada were organized by the UMW, but the Canadian region was virtually independent of its U.S. headquarters. Collective bargaining in the Canadian industry took place at the level of the company, and was therefore much more susceptible to the influence of the rank and file in formulating demands. As a result, the union in Canada might be expected to pay more attention to the impact of mechanization than it had in the United States.

Even in the United States, the influence of John L. Lewis was waning, and this had been reflected in the movement by the new leadership toward employment guarantees in the industry. This change of attitude would undoubtedly affect collective bargaining in the Canadian region of the union.

Another factor that would affect bargaining in Canada was that increasing experience with technological change had shown that industrial relations systems in a wide variety of industries could be successfully adapted to meet the problems of technological change.

In Canada, the influence of government would also affect the direction of industrial relations in coal mining. Moreover, because the Canadian coal industry was in a decline and had already received government assistance, it might be that the solutions to technological change would differ from those found in other Canadian industries.

In concluding, the speaker said that growing competition, and research and development, were heightening the importance of technological change as an economic factor in a wide range of Canadian in-

dustries. Technological change brought about a need for management flexibility and freedom, and at the same time created severe employment problems for workers who were displaced by change.

Management flexibility requires an end to work rules and other devices that make

change difficult, and the threat of loss of jobs imposes the need for measures to protect workers from unemployment and loss of income. The successful solution of these problems, Dr. Saunders said, will depend on the co-operation and goodwill of labour, management and government.

## What's Ahead for the Canadian Economy

*Special adviser to the Privy Council provides blueprint of the Canadian economy for the next six years, analyzes impact population growth will have on labour force and employment*

A broad blueprint of what's ahead for the Canadian economy in the next six years was presented recently by Kenneth W. Taylor, special adviser to the Privy Council Office, and a former deputy minister of Finance. Mr. Taylor was addressing the 62nd Annual Conference of the Canadian Institute of Chartered Accountants on "Canada's Investment Capital Requirements."

Dr. Taylor's paper analyzed the changes taking place in Canada's total population and the impact these will have on capital requirements in the governmental and private spheres.

Dr. Taylor was concerned with the need to ensure employment for the more than 1,000,000 Canadians who will enter the labour force during the next six years. Canada's labour force will be increasing 25 per cent faster in the next six years than in the last six.

In the past 20 years, Canada's population has been rising more rapidly than that of most other countries. In the past 10 years our population has increased 25 per cent, compared with 20 per cent for the United States and under 10 per cent in Western Europe. By 1970, Canada's population will be close to 22,000,000.

From the economic viewpoint, the most significant aspect of this rise will be the disproportionate increase in the 20-24 age group. While the total population rises by about 14 per cent, this group will increase by 40 per cent, a reflection of the rapid rise in our birth-rates in the immediate postwar years.

### 8-Million Labour Force

The total labour force by 1970 is likely to rise to about 8,000,000, an increase of 1,000,000 from the present size. But, barring a significant increase in net immigration, nearly half of this increase will be in the under-25 age group, and close to three-quarters will be under 30.

The shift in age-grouping will have a bearing on social and institutional capital investment requirements, Mr. Taylor predicted. With the rapid increase in the 20-24 year age-group, the marriage rates and the net family formation rates will soar. Our current annual number of marriages is about 135,000; by 1970 it will approach 200,000.

This should bring about strong new demand for a wide variety of consumer and capital goods. Housing capital expenditure, which was about \$1.25 billion 10 years ago and will be just over \$2.0 billion this year, is expected to reach \$3.0 billion in 1970. Central Mortgage and Housing Corporation estimates that 200,000 new dwelling units will be built in 1970, compared with an expected 150,000 in the present year.

From the point of view of education, Mr. Taylor told his audience, there will be a tremendously increased requirement for university capital expenditure. During the next six years the university age population, 18-24 years, will increase by 35 per cent, and the Canadian Universities Foundation has estimated that the proportion of this age group attending universities will rise from the present 9 per cent to 13 per cent. In other words, the full-time, undergraduate university enrolment is expected to double.

At the same time, the number of post-graduate students will triple, from just under 10,000 at present to about 30,000 in 1970.

### Gross National Product

To absorb the increase in the labour force and maintain a satisfactory level of prosperity, Dr. Taylor said public policy must be directed to produce an annual average increase of 6 per cent in the value of Gross National Product, which would reach about \$65 billion in 1970. At the same time, he made the assumption that price increases would not exceed an average of  $1\frac{1}{2}$  per cent per annum, the same rate



of increase that has been maintained over the last ten years. This means that a volume increase of 4.5 per cent in GNP will be required.

How does this compare with past experience? Even with the strong performance of the economy since the beginning of the current expansion in 1961, the average GNP rise since 1957 has been only 3 per cent. What is needed is a growth rate that approaches the 5-per-cent increase achieved in the first decade after World War II.

Capital expenditure in 1970 should be close to 25 per cent of GNP—about \$16 billion. This would be a “healthy percentage” based on the experience of the past 12 or 15 years. In the biggest capital expenditure period, 1956-57, capital expenditures were 27 per cent of GNP; in the slowdown years, they have dropped to about 21 per cent.

“I am assuming, and hoping, that there will be some constructive shifts in rates of capital growth as between the various developing sectors. I hope we will have a significant growth in manufacturing for domestic consumption, for export, and for the replacement of certain domestic categories of imports based entirely on efficiency. This will require good planning, good policies and good actions by business management, by trade union management and also by governments. I would like to see steady, healthy and well-planned capital spending in the next six years.”

#### Utilizing the Labour Force

Well-planned capital spending will be directed not only toward developing Canada's natural resources, but toward utilizing the expanding labour force to move the economy into a better position to compete internationally.

“We must, of course, explore and expand our natural resources, but we must also exercise our best efforts to expand efficient and high-quality manufacturing. Raising tariffs or otherwise restricting imports will

not improve our economy or our employment or our standards of living. What we need to do is to improve our efficiency, expand our technical research, and develop areas of production that will steadily improve our capacity to meet an increasing proportion of domestic requirements and also to expand our exports.

“An equally important requirement is to improve continuously the quality of our labour force. We have been a bit late and rather slow in developing first-rate technical institutes, though it is now beginning to get under way. It is essential to provide technical education and skilled training to the great majority of the later teenagers.

“We also need the best possible co-operation of business managers, trade union leaders, and all three levels of government to provide efficient ways and means of enabling workers who are, say, over 35 years of age to maintain or adjust their skills in line with the technical changes in production. One of the serious situations in recent years is that we have had rather high levels of unemployment, but real shortages of many types of skilled workers.

“In other words, to build up and maintain high levels of employment we need to have the right kinds and right proportions of capital expansion, and we need greatly to expand and improve the number and the quality of our skilled labour force.”

Government must create an atmosphere conducive to such development, Mr. Taylor stated, but the onus is on private business. Although government policies are important and influential “they are by no means dominant in affecting economic trends. It is the decisions and the actions taken by businessmen, by trade union leaders, by bankers, investment institutions and trade associations, that are at least as important and influential, and normally a good deal more important and more influential on economic growth than government policies and operations.”

# Changes in Provincial Workmen's Compensation Laws in 1964

*Six provinces amend Workmen's Compensation Acts, Manitoba and Quebec increase disability pensions for past accidents. Ontario removes age limit for payment of children's allowances*

The Workmen's Compensation Acts of Manitoba, Newfoundland, Nova Scotia, Ontario, Prince Edward Island and Quebec were amended. Of special importance, among the changes made, were the provisions in Manitoba and Quebec increasing disability pensions in respect of past accidents.

The Newfoundland Legislature increased from \$4,000 to \$5,000 the maximum yearly earnings on which compensation may be paid.

Manitoba and Ontario set higher minimum payments for total disability. In Ontario it was further provided that a permanently disabled workman who becomes entitled to payment for any temporary disability arising out of the original accident may be paid compensation based on his current earnings, if higher than his earnings at the time of the original accident.

In Ontario, the age limit for the payment of children's allowances was removed, and payments may now be made, at the Board's discretion, as long as a child is continuing his studies. Provision was also made in Ontario for a common law wife to receive benefits under conditions laid down in the Act.

Increased expenditures for rehabilitation services were authorized in Manitoba and Ontario.

The Nova Scotia Board was given discretionary authority to consider silicosis claims filed outside the five-year time limit prescribed by the Act.

Amendments in Ontario provide that accident prevention associations are to carry on the work of education in accident prevention, subject to the control of the Board.

The Quebec Workmen's Compensation Commission was empowered to establish a special fund, similar to the second injury funds of the other provinces.

## Disability Benefits

In Manitoba, the minimum compensation payment for permanent total disability was raised from \$25 a week to \$150 a month (or average earnings, if less). The new minimum was made applicable to all accidents occurring after June 1, 1964. At the same

time, the Legislature provided that all disability awards in respect of injuries that had occurred before August 5, 1959 should be upgraded on the basis of the same minimum payment.

Provision was made for increases in past pension awards in accordance with the following formula:

1. Where a person was receiving compensation for permanent total disability immediately before June 1, 1964, his payment after that date could not be less than \$150 a month, subject to the limitation that the adjusted pension could not be more than 150 per cent of the compensation previously payable.

2. Where a person was receiving compensation for permanent partial disability immediately before June 1, 1964, his pension, as upgraded, could not be less than the percentage of \$150 a month corresponding to his degree of disability as determined by the Board, subject to the limitation that the adjusted pension could not be more than 150 per cent of the compensation previously payable.

The Quebec Legislature made provision for increases in all existing permanent total and permanent partial disability awards arising from accidents that happened in the period between September 1, 1931, when the Act first went into effect, and January 1, 1960. Beginning from September 30, 1964, all such payments are to be increased by a specified percentage, the percentage varying with the date of the accident.

The percentage to be added to present payments of compensation, varying with the period in which the accident occurred, is as follows:

from September 1, 1931 to July 1, 1947: 60%  
from July 1, 1947 to February 1, 1952: 40%  
from February 1, 1952 to January 1, 1955: 27%  
from January 1, 1955 to January 1, 1960: 10%

The periods in respect of which different percentages apply correspond to the dates of successive changes in the ceiling on earnings, the ceiling having risen from \$2,000 to \$2,500 in 1947, to \$3,000 in 1952, to \$4,000 in 1955, and to the present \$5,000 figure on January 1, 1960.



The obligation to pay the increased amounts falls on the Accident Fund or the employer, as the case may be, in the same manner as with the original payment of compensation. The Explanatory Notes on the Bill stated that an actuarial study of the reserve fund had shown that the increases would not necessitate any additional assessment on employers who contribute to the Accident Fund.

In Newfoundland, the ceiling on earnings for compensation and assessment purposes was raised from \$4,000 to \$5,000 a year, effective from January 1, 1965. The ceiling remains \$4,000 in the case of accidents occurring between April 1, 1961 and January 1, 1965, and \$3,000 in the case of accidents that occurred before April 1, 1961, when the ceiling was last raised.

In Ontario also, higher minimum payments for total disability were put into effect. Increases were from \$15 to \$30 a week for temporary total disability, and from \$100 to \$130 a month for permanent total disability.

Another amendment in Ontario provided that a permanently disabled workman who becomes entitled to payment for any temporary disability, by reason of any matter arising out of his original accident, may be paid compensation based on his current earnings, if higher than his earnings at the time of the original accident.

The section of the Quebec Act that sets out the method of calculating the compensation payable in permanent partial disability cases was revised to conform with the practice followed by the Workmen's Compensation Commission; and reference to the wage-loss method of calculating compensation, which is no longer followed in the administration of Canadian workmen's compensation laws, was deleted.

As previously worded, this section provided for the payment of compensation on the basis of difference in earnings before and after the accident; but the Commission was authorized, where possible, to use the alternative method of awarding compensation on the basis of the physical impairment of the workman. The section, as revised, provides that a workman with a permanent partial disability is entitled to a weekly compensation payment for life in an amount established according to the degree of his disability, and calculated on 75 per cent of his average weekly earnings during the 12 months preceding his accident, or during any lesser period of service with his employer.

## Death Benefits

In Manitoba, the maximum allowance for funeral expenses was raised from \$200 to \$300. Another amendment provided that the amount paid for a burial plot is to be excluded in calculating the maximum compensation payable in death cases, which, under the terms of the Act, is 75 per cent of the workman's average monthly earnings.

In Quebec, the increased funeral benefit of \$600 provided for in 1963 was made applicable to all deaths occurring after July 31, 1963. As enacted, this provision applied only to deaths resulting from accidents that happened after that date.

Provision was made in Ontario for a common law wife to receive benefits, at the discretion of the Board, if there is no dependent widow. A common law wife may be paid compensation if she had lived with the workman for the two years immediately preceding his death and had borne him one or more children or, if there are no children, if she had lived with the workman for the six years preceding his death.

As a result of another amendment in Ontario, payments may now be made, at the Board's discretion, in respect of a child for as long as he is continuing his studies. Previously, payment of benefits could be continued only to the end of the school year in which a child reached the age of 18.

The section of the Newfoundland Act that limits the total monthly compensation to dependants to 75 per cent of the workman's average earnings was amended, providing further protection for the family of the low-paid wage-earner. The Act provides that where the total monthly compensation exceeds 75 per cent of the workman's earnings it is to be reduced to that percentage; but that pensions of \$75 to a widow, \$25 to a child and \$35 to an orphan child are to be paid, without reduction, up to a total of \$150 or less. The amendment provides, in addition, that where benefits at the above rates total more than \$150 they may not be reduced below \$150.

## Medical Aid

The Newfoundland Board was authorized to pay a clothing allowance not exceeding \$100 a year to enable a workman to have clothing that is damaged or worn by the use of an artificial member or other apparatus kept in repair or replaced. This amendment will go into force on January 1, 1965. Two other provinces—Manitoba and Saskatchewan—provide for a clothing allowance.

The section of the Prince Edward Island Act setting out the right of an injured workman to medical aid was amended to replace the words "artificial members and apparatus" with the words "prosthetic appliances." The section now states in part that "every such workman shall be entitled to such prosthetic appliances . . . as may be necessary as a result of any accident."

The Nova Scotia provision that enables the Board to reopen and review any claim was amended to authorize the Board to review any finding or decision of a medical review board made between April 12, 1957 and April 13, 1962. (Provision was made in the Act on August 12, 1957 for a medical review board, and an amendment of April 13, 1962 provided that the findings of such a board were to be effective from the date on which the board was appointed.)

Another Nova Scotia amendment empowers the Minister of Labour, upon an application for a medical review board, to refer the matter to a medical referee, if it has not been previously referred to a referee. The report of the referee is to be submitted to the Workmen's Compensation Board. Under the former provision, the same matter could not be dealt with by both a referee and a medical review board.

In Quebec, doctors, hospital officials and medical experts who examine or care for injured workmen are now required to submit their first reports containing their findings, treatments and recommendations within six days. Later reports are to be furnished as required.

#### **Silicosis Claims**

The Nova Scotia Board was given discretionary power, upon the written application of the workman, to reconsider a claim for compensation for silicosis that it had previously rejected because it was not filed within the prescribed five-year period following termination of employment, or to consider a new claim made after the expiration of the five-year period.

#### **Rehabilitation**

Amendments in Manitoba and Ontario will enable the Boards to increase their expenditures for rehabilitation services. In Manitoba, the ceiling of \$30,000 on the amount which the Board may spend in a year on vocational training was removed, and in Ontario the Board was empowered to spend such amount over and above the former \$200,000 ceiling as might be authorized by the Lieutenant-Governor in Council.

#### **Accident Prevention**

Accident prevention associations (associations of employers) in Ontario were brought under the control of the Board, and the Act was further amended to state that the purpose or function of such associations is "education in accident prevention."

The Quebec Act was also amended to require an accident prevention association (as in Ontario, composed exclusively of employers) to be representative of workmen as well as employers, if it wishes to have its rules made binding by the Lieutenant-Governor in Council.

#### **Special Fund**

The Quebec Commission was empowered to establish a special fund (like the second injury funds in other provinces) to help defray the costs and compensation arising by reason of an accident to a workman handicapped by reason of a previous accident, a congenital infirmity or a pathological condition. The Commission was authorized to add a percentage or additional sum to the assessment of any or all classes of industry in Schedule I in order to establish this special fund.

#### **Coverage**

An amendment to the Quebec Act removed a restriction that formerly applied with respect to the coverage of employees of the Provincial Government, municipal and school corporations and other public bodies. Previously, these employees were covered only if they were engaged in employment that would be within the scope of the Act if carried on by a private employer. All such employees are now covered. These public bodies are included in Schedule II of the Act, which sets out the industries in which employers are individually liable for the payment of compensation.

#### **Administrative Provisions**

As a means of promoting safer working practices in industry, the Ontario Board was authorized to adopt a demerit system whereby an employer's assessment would be increased if his accident record was consistently higher than the average for the industry. Details of a demerit system would be laid down in regulations. A merit rating system under which employers with a favourable accident record have their assessments reduced is already provided for in the Act.

A Quebec amendment provided that any agreement between an employer who is individually liable for the payment of compensation and the workman or his depend-



ants with regard to compensation must be approved by the Commission. A provision permitting an exception to this rule in the case to temporary disability lasting for less than four weeks was deleted.

Under another Quebec amendment, the Commission is authorized to deduct from a workman's periodic compensation payments the equivalent of any advance payment made to the workman by a welfare or insurance service during his period of disability and to refund the amount to the service concerned.

A further Quebec amendment gives the Commission express authority to add to Schedule I (industries in which employers are required to contribute to the Accident Fund) an industry mentioned in Schedule II (industries in which employers are individually liable to pay compensation).

The Nova Scotia Board was authorized to establish and maintain a branch office, with a medical officer, at or near Sydney. This provision is to go into force on proclamation.

### Fishermen—Individual Liability

An amendment was made to the Workmen's Compensation Act, No. 30 of 1948, of Newfoundland providing for increased benefits to members of the crew of a fishing vessel. This Act, the predecessor of the present Workmen's Compensation Act, remains in effect only with respect to deep-sea fishermen and renders the employer individually liable for the payment of compensation.

The Act provides that members of the crew of a fishing ship registered in Newfoundland or operated by an employer residing in or having his principal place of business in the province are to be deemed workmen within the meaning of the Act, notwithstanding that they are paid wholly or mainly by shares in the profits or gross earnings of the ship. The amendment, effective from January 1, 1965, increases the ceiling on the earnings or average earnings of any such fisherman from \$700 to \$2,000 a year.

## Legislation Dealing with Apprenticeship and Trade Training Enacted in 1964

### *Ontario enacts Apprenticeship and Tradesmen's Qualification Act and New Brunswick passes Tradesmen's Qualifications Act*

At the 1964 sessions of the provincial legislatures, two provinces enacted new legislation designed to promote the training of more skilled workers and to give due and proper recognition to qualified tradesmen. Ontario passed the Apprenticeship and Tradesmen's Qualification Act, 1964, and New Brunswick the Tradesmen's Qualifications Act.

#### ONTARIO

The Ontario Apprenticeship and Tradesmen's Qualification Act, 1964, the first major revision of the apprenticeship legislation since 1928, follows in general the lines suggested by the Select Committee on Manpower Training, which submitted its report in February 1963.

When introducing the Bill, the Minister of Labour said:

Our desire to streamline the Act in the light of present-day conditions has resulted in a number of important changes in the legislation. For example, to make provision for the formal recognition of tradesmen; to meet the evident need for more skilled workmen who will be required in this province in the years ahead; to encourage the training of people already in industry to enable them to

cope with the technological changes which are so rapidly taking place; to help provide opportunities for many of the young people of the province who will be graduating from secondary school in the years ahead.

In line with these objectives, the new Act, which will come into force on proclamation, provides not only for the training of apprentices but also for the introduction of compulsory certification in key trades and for the extension of the voluntary system. Some changes in administration have also been introduced to bring the Act into line with current administrative practices.

Other new provisions make the Crown subject to the same duties as other employers of apprentices, and require contractors with provincial government construction contracts to employ the prescribed complement of apprentices.

The responsibility for the administration of the legislation is now vested in the Director of Apprenticeship, who will be responsible to the Minister. Previously, the apprenticeship program was carried out by the Apprenticeship Branch, under the direction of the Industry and Labour Board.

Implementing the Select Committee's recommendation for a continuing program of research into manpower problems, the Act not only makes the Director responsible for apprenticeship training programs, but also requires him to undertake, or collaborate in studies or investigations to determine training and supply requirements in any trade.

To carry out his duties, the Director is given broad powers to inspect the premises, equipment and training facilities of employers, to examine books, payrolls and other records, to take extracts and to order the production of documents.

In addition, the Director has been given authority to deal with special situations. He is now empowered to enrol as an apprentice, or to grant a certificate of proficiency or a certificate of qualification to any person who, because of physical incapacity or some other special circumstance, has been unable to take or complete the prescribed course of study or training.

The joint provincial advisory committees have been retained, but members are to be appointed by the Minister rather than by the Industry and Labour Board as formerly. Members are now to be appointed for a fixed term (one, two or three years) and will not be eligible for re-appointment for at least two years, a change recommended by the Select Committee. Also, these committees are now to play a strictly advisory role, and no longer have the power to make regulations, another amendment advocated by the Select Committee.

The use of local apprenticeship committees to advise and assist the Director with local problems relating to apprenticeship or tradesmen's qualifications has been continued, but members are now to be appointed by the Director rather than by the provincial advisory committees as heretofore.

### **Definition of Apprentice**

In the new legislation, the definition of apprentice has been simplified to cover any person 16 years and over who has entered into a contract with his employer to receive training and instruction in a trade.

In line with this change, the definition of employer has also been expanded to include not only the Crown and any public authority but also the Ontario Apprenticeship Institute and any local apprenticeship committee, thereby making it possible to indenture apprentices to a public authority

or to one of the other bodies referred to above, instead of restricting contracts to individual employers as has been the custom.

This amendment was based on a recommendation of the Select Committee with particular reference to the building trades. The Committee suggested that if such a procedure were adopted it would facilitate transfers between individual employers and would reduce the risk of a layoff's interrupting the planned progression of an apprentice through the entire system. It would also help to provide apprentices with more comprehensive and well-rounded on-the-job training.

The Minister of Labour is empowered to make agreements with the Minister of Labour of Canada respecting apprenticeship and manpower training, subject to the approval of the Lieutenant Governor in Council.

In addition, the new Act recognizes the desirability of encouraging apprenticeship programs in general industry, and authorizes regulations providing for approval by the Director of apprentice training programs established by employers.

In its report, the Select Committee said that far too little training of a formal nature was being carried on in general industry, and it urged that something immediate be done to correct this situation. In the Committee's view, training programs in industry should be tailored to the needs of particular firms or industries. It would be most unrealistic, for example, to attempt to develop a general apprenticeship program for machinists that would be equally applicable to all types of manufacturing. Instead of this, firms should be given as much leeway as possible in the development of their individual programs.

The Committee thought, however, that some regulation was necessary, and it recommended that the appropriate authorities draw up minimum standards applicable to various types of apprenticeship in general industry, and that they provide a provincial seal of approval to be affixed to those company certificates that are awarded under programs that meet those standards. They stated:

... At the very least, such standards should include specifications as to the desired length of particular types of apprenticeship programs and the minimum amounts of related classroom instruction which should be required. In addition, no Provincial stamp of approval should be offered in the absence of periodic field trips designed to check on the calibre of the on-the-job training provided under particular programs. Such investigations should not be viewed as policing actions but rather as little more than general inspection tours. By no means should any attempt be made to dictate the detailed contents of individual company programs.



### Definition of a Trade

Unlike the former legislation, the new Act does not list the apprenticeable trades, but it authorizes regulations defining a trade and establishing an apprentice training program for any trade or group of trades.

Once an apprentice training program has been established for any trade, every newcomer to the trade must register as an apprentice within three months. If he does not register within the prescribed time limit, he must obtain a special authorization from the Director in order to continue working in the trade.

It is also mandatory for an employer employing any person under 21 years of age who is neither an apprentice nor a holder of either a certificate of apprenticeship or a certificate of qualification in that trade to notify the Director immediately, giving the particulars of the employment and the name and address of the employee. The Director, in turn, must inform the person concerned of his rights and duties under the Act.

Another provision designed to promote apprenticeship training makes it obligatory for a contractor with a public works contract to employ the prescribed number of apprentices in the trades in which training programs are in effect.

The minimum term for a contract of apprenticeship remains two years. A new feature is that a contract will not be considered to have been violated if the apprentice engages in a lawful strike.

Besides updating the apprenticeship provisions, the new Act takes into account the need to provide qualified tradesmen with some tangible evidence of their skill and training, and it provides for both compulsory and voluntary certification.

### Compulsory Certification

The Minister said that the Government had decided to establish compulsory certification in a number of key trades, and to extend voluntary certification to a number of other trades in which no certificates of qualification had previously been available. He emphasized that compulsory certification was a step designed, not to restrict tradesmen but to "enhance their standing by enabling them to provide themselves, their employer or prospective employers, and the general public with positive proof of their qualifications." He added:

The value and effectiveness of such compulsory certification has already proved itself in three trades in the province, motor vehicle repair, hairdressing, and barbering. The improved standing which these trades have experienced since gaining compulsory certification has made it obvious that extending this feature to other trades will benefit all concerned.

Trades in which certification is to be compulsory are to be designated by regulation. The Lieutenant Governor in Council is empowered to designate any trade as a certified trade and to provide for separate branches or classifications within a trade.

After a trade has been certified, no person, other than an apprentice or a tradesman already practising the trade, may work without a certificate of qualification.

So that the introduction of the compulsory system will not cause any hardship, persons already in a trade at the time of designation are given two years in which to qualify for a certificate of qualification. Anyone practising a trade when compulsory certification is introduced may qualify for a certificate of qualification, if he

(a) is the holder of a certificate of apprenticeship in the trade;

(b) shows proof of having worked as a journeyman in the trade for a period in excess of the apprenticeship period prescribed for that particular trade; or

(c) satisfies the Director that he is qualified to work in the trade, and meets such other requirements as may be prescribed.

As indicated above, voluntary certification is also to be extended. The Act does not list the trades in which the voluntary system is to apply, but leaves such details to be dealt with by regulation.

The useful role to be played by private trade schools in the program for training and developing manpower in Ontario is again recognized. The Act does not set any standards for such schools, but it authorizes regulations to deal with such matters as licensing, courses of study and methods of training. The Select Committee had recommended that private trade schools and correspondence schools as a group should not be prohibited or regulated out of existence; but it had said there must be constant vigilance and repeated inspections by competent persons familiar with the training in question, to ensure that such schools are offering nothing less than they purport to offer.

Enforcement provisions have been strengthened in the new Act. It is now an offence to withhold any information regarding the work or training conditions of apprentices or to misrepresent the facts, or to use a certificate issued to another person in order to obtain employment or business. The maximum penalty for a violation of the legislation has been increased to \$1,000.

Another new enforcement provision is designed to ensure that apprentices receive the wages due them. In addition to any fine imposed, a magistrate may now order an employer who has been convicted of

failure to pay an apprentice the required wages to pay to the Director the amount owing to the apprentice, to be held in trust for him. A copy of this order may be filed in a division court, or in a county court if the amount is over \$400.

### NEW BRUNSWICK

The New Brunswick Tradesmen's Qualifications Act, which went into force on October 1, 1964, provides for the establishment of a system of compulsory certification in designated trades. It replaced the Trades Examination Act, a 1949 measure that introduced the voluntary system previously in effect in five trades.

The new Act is patterned after other provincial Acts of the same name. Trades are not designated in the Act, but the

Lieutenant Governor in Council is empowered to bring any trade within the scope of the Act.

After a trade has been designated, it will be illegal for an employer to employ any person in that trade without a certificate of qualification, unless he has an apprenticeship certificate or is undergoing apprenticeship training.

The Act provides for the appointment of a board of examiners, with examiners in each trade, to prescribe examinations and examine candidates for certificates of qualification.

After compulsory certification has been introduced in any trade, an employer is guilty of an offence if he employs an unlicensed person, and on summary conviction is liable to a fine of up to \$100.

## Industrial Fatalities in Canada during Second Quarter of 1964

*Deaths from industrial accidents in year's second quarter totalled 228, of which 55 occurred in manufacturing industry*

Up to the end of August, the Department of Labour had received reports on 228\* industrial fatalities that occurred in Canada during the second quarter of 1964.

During the previous quarter, 278 fatalities were recorded. This is 38 more than the previously published preliminary total of 240 (L.G., July, p. 560).

In the second quarter of last year, 281 fatalities were recorded—49 more than the preliminary figure of 232 (L.G., Oct. 1963, p. 884).

During the second quarter of 1964 there were two multi-fatality accidents, each of which brought death to three or more workmen, and together resulted in fatal injuries to eight.

Four crew members of an aerial survey died in the wreckage of their plane that crashed on take-off at Thompson, Man., on April 1. Four employees were killed, or died later of injuries received, in an explosion and fire that destroyed a soap plant at North Edmonton, Alta., on June 2.

### Industrial Distribution

The largest number of fatalities, 55, occurred in the manufacturing industry. Of the 55 fatalities, 14 were in iron and steel products, 8 in transportation equip-

ment, 7 in food and beverages, 6 each in wood products and chemical products, 4 each in non-ferrous metal products and non-metallic mineral products, 2 each in paper products and miscellaneous products, and 1 each in textile products and electrical apparatus and supplies.

In the construction industry, 12 of the 42 fatalities were in buildings and structures, 11 in highways and bridges, and 19 in miscellaneous construction.

The 38 fatalities that were recorded in the transportation, storage and communication industry during the quarter were distributed as follows: 15 in local and highway transportation, 11 in railway transportation, 4 in water transportation, 3 each in air transportation and in communication, and 2 in storage.

In the mining and quarrying industry, 14 of the 23 fatalities were in metal mining, 3 in coal mining, and 5 in non-metal mining and quarrying.

In the logging industry 22 fatalities were recorded.

The remaining 48 fatalities that occurred during the quarter were distributed as follows: 19 in the service industry, 14 in agriculture, 7 in public utilities, 5 in trade, and 3 in fishing and trapping.

\* See tables H-1 and H-2 at back of this issue.



The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

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### Analysis by Cause

An analysis of the 228 fatalities during the second quarter of 1964 shows that 55 (24 per cent) were the result of "being struck by different objects;" 42 of these were in the category "other objects" such as falling trees and limbs and landslides or cave-ins, etc., 9 were caused by moving vehicles; and 4 were the result of being struck by tools, machinery, cranes, etc.

Fifty-two fatalities were caused by falls and slips; all but nine were the result of falls from different levels, such as buildings, roofs, scaffolds, bridges, etc, into harbours, rivers, lakes, sea, shafts, pits, excavations, etc.

Thirty-five fatalities were caused by collisions, derailments, wrecks, etc.; 18 of these involved automobiles and trucks, 7 involved tractors and loadmobiles, 5 involved aircraft, 3 involved railways, and 1 each involved watercraft and other transportation agencies.

Twenty-four fatalities were in the category of being caught in, on or between; most of them involved tractors, loadmobiles, automobiles, trucks, and hoisting or conveying apparatus.

Twenty-one fatalities were the result of inhalations, absorptions, asphyxiations and industrial diseases.

The remaining 41 fatalities were distributed as follows: 16 were the result of conflagrations, temperature extremes and explosions; 11 were the result of exertions; 8 were caused by electric current; 5 were under the heading of miscellaneous accidents, and 1 was in the category of striking against or stepping on objects.

### Province of Occurrence

By province of occurrence, the largest number of fatalities, 87, was in Ontario. In British Columbia there were 38, in Quebec 31, and in Alberta 23.

During the quarter, there were 63 fatalities in April, 80 in May, and 85 in June.

# Employment and Unemployment, September

Employment decreased by 203,000 to 6,754,000 between August and September. But unemployment, too, dropped during the month, by 29,000 to 218,000.

The decline in employment was above average for the month as a record influx of students into summer employment was followed by a sharp decrease in employment on the re-opening of schools in September. Between August and September, the drop in employment of persons 14 to 24 years of age amounted to 272,000; the decline was partly offset by a gain of 69,000 among persons 25 years of age and over, most of it among women.

Unemployment in September represented 3.1 per cent of the labour force, the lowest rate for the month since 1956. The rate in August was 3.4 per cent, and in September last year, 3.7 per cent.

Seasonally adjusted, the unemployment rate was 4.5 per cent in September, 4.8 per cent in August and 5.3 per cent in September 1963.

In September, employment was higher by 189,000 and unemployment lower by 32,000 than in September last year.

The labour force, at 6,972,000, was 157,000 (2.3 per cent) higher than in September 1963.

## Employment

The employment decline between August and September was mainly in the non-farm sector. Much of the decline during the month occurred in the service-producing industries that had provided many of the

summer jobs for students. Farm employment decreased seasonally, accounting for about one fifth of the total decline.

Total employment remained well ahead of a year earlier, however. The September estimate, 6,754,000, represented an increase of 189,000 (2.9 per cent) over the estimate in September 1963. In non-agricultural industries the increase was 221,000 (3.8 per cent).

The largest advance was in manufacturing, where employment was up by approximately 100,000 over the year. Other industries showing large increases were service and trade.

Employment was higher than a year earlier in all regions. The gains were largest in British Columbia, where the increase was 4.7 per cent, and in Ontario, where it was 3.2 per cent.

## Unemployment

Unemployment decreased by 29,000 to 218,000 between August and September. The decline was mainly among teen-agers and was largely associated with the re-opening of schools.

Compared with a year earlier, unemployment was down 32,000. The decline was almost entirely among men.

Of the 218,000 unemployed in September, some 153,000, or 70 per cent of the total, had been out of work for three months or less. An estimated 27,000 had been seeking work for four to six months, and 38,000 for seven months or more.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	September 1964	September 1963	September 1964	September 1963	September 1964	September 1963	September 1964	September 1963
Metropolitan.....	—	—	3	4	9	8	—	—
Major Industrial.....	—	1	11	10	15	15	—	—
Major Agricultural.....	—	—	1	1	13	12	—	1
Minor.....	—	—	8	9	47	46	2	2
Total.....	—	1	23	24	84	81	2	3

This review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.



## CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

[illegible]

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 844, September issue.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i> (000)	Sept. 19	6,972	- 3.2	+ 2.3
Employed..... (000)	Sept. 19	6,754	- 2.9	+ 2.9
Agriculture..... (000)	Sept. 19	674	- 5.6	- 4.5
Non-agriculture..... (000)	Sept. 19	6,080	- 2.6	+ 3.8
Paid workers..... (000)	Sept. 19	5,581	- 3.1	+ 3.7
At work 35 hours or more..... (000)	Sept. 19	5,738	+ 3.3	+ 2.2
At work less than 35 hours..... (000)	Sept. 19	774	+ 11.5	+ 2.8
Employed but not at work..... (000)	Sept. 19	242	- 65.7	+ 21.6
Unemployed..... (000)	Sept. 19	218	- 11.8	- 12.8
Atlantic..... (000)	Sept. 19	34	+ 13.3	0.0
Quebec..... (000)	Sept. 19	84	- 16.0	- 22.2
Ontario..... (000)	Sept. 19	55	- 19.1	- 3.5
Prairie..... (000)	Sept. 19	20	- 13.1	- 13.1
Pacific..... (000)	Sept. 19	25	- 3.9	- 10.7
Without work and seeking work..... (000)	Sept. 19	208	- 10.0	- 12.2
On temporary layoff up to 30 days..... (000)	Sept. 19	10	- 37.5	- 23.1
<i>Industrial employment (1949=100)</i> .....	July	133.7	+ 0.2	+ 4.6
Manufacturing employment (1949=100).....	July	122.6	- 1.3	+ 4.9
<i>Immigration</i> .....	1st 6 mos.	{ 51,323	-	+ 23.8
Destined to the labour force.....	1964	{ 26,129	-	+ 22.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	63	- 7.4	0.0
No. of workers involved.....	September	9,039	- 20.8	- 5.7
Duration in man days.....	September	104,010	- 3.9	+ 20.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	July	\$86.75	+ 0.2	+ 4.1
Average hourly earnings (mfg.).....	July	\$ 2.01	- 0.5	+ 4.1
Average hours worked per week (mfg.).....	July	40.9	- 0.7	+ 0.5
Average weekly wages (mfg.).....	July	\$82.10	- 1.4	+ 4.7
Consumer price index (1949=100).....	September	135.6	- 0.4	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100).....	July	144.5	- 1.3	+ 3.1
Total labour income..... \$000,000.	July	1,977	- 0.9	+ 8.9
<i>Industrial Production</i>				
Total (average 1949=100).....	August	207.6	+ 5.3	+ 9.1
Manufacturing.....	August	185.6	+ 6.4	+ 9.2
Durables.....	August	180.9	+ 1.8	+ 13.6
Non-durables.....	August	189.7	+ 10.5	+ 5.9
<i>New Residential Construction (b)</i>				
Starts.....	September	11,633	- 1.3	+ 6.5
Completions.....	September	11,504	+ 35.5	+ 6.4
Under construction.....	September	75,466	- 0.1	+ 7.7

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



# Canadians Design Stair-Climbing Wheelchair

*Design by two Canadians is best of entries from many nations in competition sponsored by U.S. President's Committee on Employment of the Handicapped, and is winner of \$5,000 prize*

Two Canadians have designed a wheelchair that will go up and down stairs. With it they have won a prize of \$5,000 that was first offered in 1960 for such a design.

The competition, sponsored by the President's Committee on Employment of the Handicapped, with the National Inventors' Council of the U.S. Department of Commerce designated to receive and screen the entries, drew entries from many countries.

Neville E. Hale and Kenneth Gardner of Hale and Associates, engineering consultants of Toronto, Ont., have developed a chair which has been judged to meet the specifications and to be the best of those submitted.

The rules of the competition required the wheelchair to weigh from 50 to 75 pounds and be able to carry a person of maximum weight of 200 lbs. It must be collapsible and of such size that it can be carried in an automobile. It must be capable of negotiating any stairs with average-height risers and variable depth of treads and be able to turn on any stair landing large enough for a wheelchair to manoeuvre. It should, if possible, permit the occupant to negotiate the stairs without assistance.

The chair has four wheels, the two front ones being larger than those at the rear, which swivel. These wheels support the chair when the occupant is travelling over ordinary ground.

To climb or descend stairs, the occupant presses two levers which bring a continuous-tracked belt into contact with the stairs.

The chair is hand-operated but the inventors are working to develop a power-operated model to run from a battery.

The chair was built by Associated Tool & Manufacturing Ltd. of Toronto and drew wide interest when it was demonstrated at the Canadian Trade Fair in Philadelphia.

## Domestic Training Courses Established

An experiment in Regina has established guidelines for a developing domestic training program in Saskatchewan for teenage girls who, because of mild mental and physical disabilities, were without a sufficient education to be eligible for vocational training.

With the assistance of the Saskatchewan Co-ordinating Council on Rehabilitation an

advisory committee was established including representatives of the Co-ordinating Council, the Department of Education, the Department of Public Health, the Regina Public School Board, the Harrow de Groot School for the Mentally Retarded, the National Employment Service, the Saskatchewan Council for Crippled Children and Adults, and the Regina Council of Women.

Six students were selected for this experiment. Ranging in age from 15 to 18, they suffered from such disabilities as cerebral palsy, hemiparesis and epilepsy, and were all persons with low educational achievement.

Instruction was provided by classroom teaching and practical work at the Physical Restoration Centre and the Harrow de Groot School. In addition, a group of women who were interested in rehabilitation provided practical instruction in their homes. The students spent one day each week in these selected homes.

Subjects covered included child care, cooking, nutrition, cleaning, laundry methods, sewing, meal planning, shopping and money management. A good deal of time was spent on personal hygiene, grooming, deportment and work attitudes in an effort to prepare the girls socially and psychologically for the working world.

At the conclusion of the three-month course, two girls had jobs waiting and three went home to use their training there. The sixth girl was thought to be not yet ready for regular employment and a training-on-the-job situation was being sought for her.

The interest of the community was evident; more homemakers than required offered their services to provide home instruction.

This experiment has led to the drawing-up of regulations for the holding of such courses under the provisions of the federal-provincial Technical and Vocational Training Agreements. Three courses were held in Saskatchewan during the past year. Ten girls have been trained at the Harrow de Groot School in Regina, twelve at the Weyburn White Cross Centre, and ten at a course in Saskatoon conducted by the Saskatchewan Council for Crippled Children and Adults.

## Older Workers in a Changing Employment Environment

*Address by the National Co-ordinator, Civilian Rehabilitation*

Until comparatively recent times, changes that affected the social and economic life of man tended to be gradual. But now, industrialization, urbanization and rapidly changing technology have greatly increased the rate of change.

At the same time our philosophy has changed from "survival of the fittest" through the "custodial" to the nobler concept that all individuals should have an opportunity to be self-sufficient, as envisaged in the Universal Declaration of Human Rights in 1948, said Ian Campbell, National Co-ordinator, Civilian Rehabilitation Branch, in an address last month to the OECD International Management Seminar on Job Re-design and Occupational Training for Older Workers.

Why, in the face of enlightened concepts, advances in knowledge, and when the material needs of man are far from satisfied, should we have the problem of under-employment of the older worker?

One reason is that in industrialized nations, changes have taken place in the age structure of populations. Medical science has improved health and increased the life span, and in addition, fertility and migration, with the political, economic and social factors which influence them, have resulted in an increasing proportion of older people and of older members of the labour force. This latter change has also been affected by the re-entry of married women into the labour force and by the later entry of young people.

How is an older worker identified? It was generally agreed at the OECD Seminar on Age and Employment at Stockholm in 1962 that the "older worker" be considered as someone in the second half of working life, someone approximately 40 years of age or older. In Canada we refine this a little to include anyone who encounters difficulty in obtaining or retaining employment because of advancing age.

Rapid changes in the work pattern have profoundly affected the prospects of this group. There has been an increase in white collar and service occupations, a decline in the demand for unskilled labour, a severe decline in primary occupations such as agriculture and fishing; the working day, week and year have been reduced; and new technology demands higher levels of education and training and a greater need

for flexibility and adaptability on the part of the worker.

Rapid changes in industrial patterns present problems of adaptability for all members of society. Solving these problems may be more difficult for the older person, whose skills and experience may be obsolescent, and whose education may be inadequate for the new job.

A person's status in the community is largely determined by his type of occupation and his level of earnings. If these are lowered by unemployment or downgrading, the social effect that results is detrimental. Then, too, there is the effect of long unemployment which results in the man's becoming psychologically unemployable without rehabilitation.

It is economically impossible to improve the standard of living if increasing numbers of older persons are rejected from the productive section of society. Their capacity to consume, to produce and to share taxation is lowered, throwing a further burden on younger persons. If more young people remain at educational institutions for longer periods, this adds to the load of the productive section. This trend could result in the lowering of the national standard of living unless it is offset by a corresponding increase in productivity by those working.

In areas of labour surplus the main concern has been to educate employers and the public to recognize the capabilities of the older worker: in areas of labour shortage the emphasis has been to encourage older workers to remain in the labour force and to adapt themselves to their new jobs.

In both areas, however, there is need for education and retraining throughout the lifetime of the worker, and the workers must understand that few of them will continue in one occupation for a lifetime. To the younger worker, usually better educated and with more up-to-date skills, change should not be too difficult, but the older worker, with his generally lower education and with skills, habits, ideas and customs developed over some 20 years, will require help in the form of counselling, assessment and understanding of his situation. Employers and the public also need to be made aware of the peculiar situation of the older worker.

It is obvious that the experts are in disagreement as to its ultimate effects of automation. It is obvious that change is



inevitable and that, both in people and in nations, flexibility and a capacity to adjust thinking and customs rapidly will be required.

At the Stockholm meeting in 1962 it was generally agreed that:

1. A new and growing problem exists concerning age and employment.

2. The present nature of the problem is a complex result of many things—population structure and trends, labour market economy, rate of technological change, and social and educational patterns.

3. Three specific problems can be identified and, although related, should be given separate treatment: (a) the effect of increases in the rate of technological change in men and women past the mid-point of their working lives; (b) the transitional phase around the usual pensionable age; and (c) full retirement.

4. Semi-skilled and unskilled persons face greater problems than skilled or highly trained persons.

5. Chronological age is an unsatisfactory measure of a worker's capabilities.

6. The communication of facts obtained by research workers to the users—government, management and trade unions—to date does not appear to have been successful.

Too little of the excellent work of ergonomists and researchers has been produced in form and language readily understood at the plant level.

Growing international concern with the problems of aging was stimulated by the ILO's pronouncement in 1938, and is continuing.

The OECD has increased the practical understanding of the problem and by its organized studies has indicated various approaches that could lead to the practical application of methods that may be used at the local level.

It is significant that in areas of low unemployment, for instance Western Europe and Great Britain, research has tended to focus on job re-design and special methods for retraining older workers.

Elsewhere, studies have been undertaken concerning the characteristics of older workers, attitudes toward aging in industry, new concepts of placement methods and services, aging and the semi-skilled, the physical capacity of older workers, physiological and psychological measures, and many other subjects.

Several of these studies point out that frequently solutions can best be worked out by the individual firm. It is here that modification and job re-design can be studied, and that the understanding attitude

of organized labour and management can influence constructive action.

The tendency, especially in Europe, to extend the scope of vocational rehabilitation services to include persons handicapped in other ways, such as by age, attitudes, lack of education, etc., can be of great value, especially where individual counselling, assessment and restorative services, training and placement are included. North American opinion is beginning to demand similar services.

In areas of labour surplus, research has been directed to substantiating the fact that the older worker is a good worker, therefore hiring, retention and promotion should depend upon ability rather than age. Consequently research has covered such subjects as productivity, absenteeism, accident rates, labour turnover, learning ability, and the effect of pension plans. In general these studies have indicated that the older worker is a valuable employee.

Technological change makes certain demands on the older segment of the labour force. If they are to be used effectively their jobs must be designed in a way that will not place impossible demands on their physical capacity. At the same time the designing of these jobs must meet the requirements of production. This is a challenge to the ergonomists, who must show those who can apply their principles how to take full advantage of the latent potential in the labour force and that the resultant economic growth and increased production justifies the cost of re-designing jobs.

### Summary

In summary, we see that the utilization of older workers in the labour force is influenced by:

1. the increasing proportion of older people
2. the changes in work patterns resulting from rapid advances in technology
3. the increasing redundancy of traditional skills and occupations
4. the lower levels of education among older workers
5. the adjustment difficulties of older persons
6. misconceptions about the capabilities of older workers

All the efforts that have been or will be made in seeking solutions to these problems will be ineffective unless jobs are designed and re-designed in keeping with the capabilities of a work force that will contain an ever-increasing proportion of older workers.

The text of the address is available free from the Division on Older Workers, Civilian Rehabilitation, Department of Labour, Ottawa.

## Continuing Education

*Women seeking employment after having spent several years looking after home and family are turning to adult education facilities to update their knowledge and acquire new skills*

People in occupations likely to be affected by technological change are particularly aware of the need for additional education and training. Women who intend to seek employment after a number of years spent in looking after a home and children also realize the importance of updating their knowledge or acquiring new skills.

Partly as a result of this, continuing education schemes have been attracting increasing attention in recent years. Although continuing education schemes are not new, facilities for adult education have expanded considerably since the time when further education usually meant night school classes in a few commercial subjects.

Adult education facilities of various kinds may be found throughout Canada in technical and commercial schools, university extension courses, museums, art galleries, community centres, libraries, churches, and private organizations.

Various methods are used: classroom instruction, demonstrations, forums, lectures, round tables, study groups, correspondence courses, radio and television programs.

The King Edward Continuing Education Centre operated by the Vancouver Board of School Trustees is an example of present-day planning. The Centre is a day and evening school for adults that offers high school completion, senior matriculation, and vocational preparatory programs.

Before seeking outside employment after a lapse of some time spent in the home, women have many opportunities for improving their qualifications. Some training plans appeal to, and appear to be particularly adapted to these women. Two such plans offer training in teaching and in nursing.

**Teacher education** is available at the University of Alberta in a two-year program for adults who have high school matriculation standing. It is designed for "mature men and women between the ages of 30 and 50 who wish to obtain certification to teach in either the elementary or secondary schools."

**A two-year course in nursing** for women between 30 and 50 years of age who are secondary school graduates was inaugurated this year by the Quo Vadis School of Nursing in Toronto.

Its graduates will be eligible to write the examination set by the Ontario College of Nurses, and may become registered professional nurses. There is a growing trend to reduce the traditional three-year residential course for nurses to two years, thus eliminating the residence requirement.

**University courses** in the evening are offered in a variety of subjects that may be credited toward a university degree. At least 17 universities have extension departments. Some of these departments provide service over a wide area, sending out speakers, slides, and books. Other services, except for correspondence courses, are limited to the community where the university is located.

**Correspondence courses** for university credit in at least 24 subjects may be undertaken through 10 Canadian universities. Further information on these courses may be obtained from the Department of Extension, Queen's University.

Technical and vocational correspondence courses are offered by provincial governments. Short descriptions of the courses may be found in *Canadian Technical and Vocational Correspondence Courses*, available from the Publications Division, Department of Labour, Ottawa.

**Vocational courses** are multiplying. And attendance figures continue to rise. Many high schools are opening their doors to evening classes in everything from business English to computer knowledge.

**Training for the unemployed** consists of short courses lasting from six to twelve months, in approximately 90 occupations. These courses operate in about 300 centres across Canada. Registration with the National Employment Service as an unemployed person is a prerequisite to acceptance. Last year, almost 12,000 women, representing 30 per cent of the total number of trainees, received this type of training.

**Hobbies** may be considered part of continuing education. Besides classes of instruction in subjects usually recognized as hobby or recreational activities for women, shop subjects such as auto mechanics or wood-working may be open to them through some night school programs, such as those offered at the Ottawa Technical High School.



# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

#### Company and Location

#### Union

American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que. ....	CLC-chartered locals
Asbestos Corp., Flintkote Mines & Johnson's Company, Thetford Mines, Que. ....	Mining Empl. Federation (CNTU)
Brewers Warehousing, province-wide, Ont. ....	Brewery Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
B.C. Hydro & Power Authority ....	Office Empl. (AFL-CIO/CLC)
Burnaby District, B.C. ....	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta. ....	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta..	Empl. Assn. (Ind.)
Cdn. Cannery, Vancouver & Penticton, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que. ....	Lithographers (Ind.)
Catelli Food Products, Montreal, Que. ....	Bakery Wkrs. (CLC)
Continental Can Co. of Canada, St. Laurent, Que.	CLC-chartered local
Dominion Coal, Glace Bay, N.S. ....	Mine Wkrs. (Ind.)
Dominion Rubber (Papineau Plant), Montreal, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que. ....	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & others, Toronto, Ont. ....	ILA (AFL-CIO/CLC)
Evans Coleman & Evans & Deeks McBride, Greater Vancouver, Fraser Valley & Vancouver Island, B.C. ....	Teamsters (Ind.)
Ford Motor Company of Canada, Windsor, North York, Oakville & Crowland, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Garment Mfrs. Assn., Winnipeg, Man. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont. ....	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (6), Three Rivers, Cap de la Madeleine, Shawinigan & La Tuque, Que. ....	Service Empl. Federation (CNTU)
Ladies' Cloak & Suit Mfrs. Assn., Winnipeg, Man. ....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que. ....	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont. ....	Railway Clerks (AFL-CIO/CLC)
London City, Ont. ....	Public Empl. (CLC) (outside empl.)
Kimberly-Clark Pulp & Paper, Longlac, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Marathon Corp., Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Maritime Tel. & Tel., province-wide, N.S. ....	IBEW(AFL-CIO/CLC) (traffic empl.)
Maritime Tel. & Tel., province-wide, N.S. ....	IBEW (AFL-CIO/CLC) (plant empl.)
Massey-Ferguson, Toronto, Brantford, & Wood- stock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Miramichi River ports shippers, N.B. ....	Miramichi Trades & Labour (Ind.)
Molson's Brewery Quebec Ltd., Montreal, Que.	Empl. Assn. (Ind.)
Motor Transport Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que. ....	Railway Clerks (AFL-CIO/CLC)
Northwestern Utilities, Edmonton & Cdn.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
Western Natural Gas, Calgary, Alta. ....	Mine Wkrs. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont. ....	IUE (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont. ....	Public Empl. (CLC)
Royal Alexandra Hospital, Edmonton, Alta. ....	
Saint John Shipbuilding & Dry Dock, Saint	

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
John, N.B. ....	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. ....	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask. ....	Public Empl. (CLC) (inside & outside empl.)
Telegram Publishing, Toronto, Ont. ....	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont. ....	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Walter M. Lowney, Sherbrooke, Que. ....	Bakery Wkrs. (CLC)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man. ....	Public Empl. (CLC)

## Part II—Negotiations in Progress During September

(except those concluded in September)

### Bargaining

Company and Location	Union
Abitibi Power & Paper, northern Ontario ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Alberta Government Telephones ....	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones ....	IBEW (AFL-CIO/CLC) (traffic empl.)
Bata Shoe, Batawa, Ont. ....	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maresmont Acme, Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, IGA, Loblaws, Shop-Easy, Super-Valu & other stores, Vancouver & other centres, B.C. ....	Retail Clerks (AFL-CIO/CLC)
Canadair, Ville St. Laurent, Que. ....	Machinists (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Chrysler Corp of Canada, Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consumers Glass, Ville St. Pierre, Que. ....	Glass Bottle Blowers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont. ....	Printing Pressmen (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont. ....	UE (Ind.)
Dominion Bridge, Lachine & Longue Pointe, Que. ....	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont. ....	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Hydro-Electric Power Commission of Ontario ....	Public Empl. (CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Montreal City, Que. ....	Public Empl. (CLC) (inside empl.)
Montreal City, Que. ....	Public Empl. (CLC) (outside empl.)
Montreal City, Que. ....	Public Empl. (CLC) (outside empl.)
Montreal Transportation Commission, Montreal, Que. ....	Railway, Transport & General Wkrs. (CLC)
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont. ....	Steelworkers (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)



Company and Location	Union
Provincial Transport, Montreal, Que. ....	Railway, Transport & General Wkrs. (CLC)
Quebec Liquor Board, province-wide .....	CNTU-chartered locals (retail, warehouse & office empl.)
Saskatchewan Government Telephones .....	Communications Wkrs. (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local

#### Conciliation Officer

Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B. ....	Bakery Wkrs. (CLC)
B.C. Hydro & Power Authority .....	Street Railway Empl. (AFL-CIO/CLC)
B.C. Towboat Owners' Assn. ....	Merchant Service Guild (CLC) & Railway, Transport & General Wkrs. (CLC)
Cdn. Celanese, Sorel, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee .....	Seafarers (AFL-CIO (unlicensed personnel)
Toronto City, Ont. ....	Public Empl. (CLC) (inside empl.)
Trucking Assn. of Quebec, province-wide .....	Teamsters (Ind.)

#### Conciliation Board

Air Canada .....	Machinists (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Coal Operators' Assn., Alta. & B.C. ....	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que. ....	Public Service Empl. Fed. (CNTU)
Steel Co. of Canada (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (outside empl.)

#### Post-Conciliation Bargaining

Motor Transport Industrial Relations Bureau (car carriers), Ont. & Que. ....	Teamsters (Ind.)
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#### Industrial Inquiry Commission

Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
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#### Arbitration

Ottawa City, Ont. ....	Public Empl. (CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (outside empl.)

#### Work Stoppage

(No cases during September)

### Part III—Settlements Reached During September

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALUMINUM CO. OF CANADA, ARVIDA, ALMA, BEAUHARNOIS & SHAWINIGAN, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 8,500 empl.—wage increases of 5¢ an hr. retroactive to May 17, 1964, 5¢ an hr. eff. Oct. 1965, and 5¢ an hr. eff. Oct. 1966; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 3 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 10 yrs. of service (new provision); new provision for 6 wks. vacation at age 60, 7 wks. vacation at age 61, 8 wks. vacation at age 62, 9 wks. vacation at age 63 and 10 wks. vacation at age 64; new supplementary vacation bonus of 14% of gross vacation pay for all empl.; Sunday premium of 20¢ an hr. introduced; company contribution toward medical plan increased to 4¢ an hr. (previously 3¢ an hr.); sickness insurance plan to provide ⅓ of wages; new provision for security against layoff for present empl. and 15-day adaptation period; rate for labourer in Oct. 1966 will be \$2.35 an hr.; agreement to expire Oct. 1967.

ANGLO-NFLD. DEVELOPMENT, BOWATER'S NFLD. PULP & PAPER & NFLD. CONTRACTORS' ASSN., NFLD.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 7,000 empl.—general wage increases of 50¢ a day retroactive to May 1, 1964 and 50¢ a day eff. May 1, 1965 for day wks.; increases of 25¢ a cord retroactive to May 1, 1964 and 25¢ a cord eff. May 1, 1965 on piece rates; 1 wk. vacation for employees who work 200 days and 2 wks. vacation for employees who work 250 days; time and a half for work in excess of 9 hrs. per day or 54 hrs. per wk. eff. Jan. 1, 1965 (at present straight time); rate for labourer after May 1, 1965 will be \$13.26 a day; agreement to expire April 30, 1966.

ASSOCIATED CLOTHING MFRS. OF THE PROVINCE OF QUEBEC, MONTREAL, QUE.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): arbitration award establishing 3-yr. agreement covering 5,000 empl.—wage increases of 7% to a maximum of 11¢ an hr. eff. Dec. 7, 1964 and 3% to a maximum of 5¢ an hr. eff. June 28, 1965; St. Jean Baptiste Day to be eighth paid holiday; increase in surgical insurance benefits; weekly sickness and accident indemnity to be \$22.50 for female empl. and \$30 for male empl.; agreement to expire Nov. 30, 1967.

CDN. GENERAL ELECTRIC, COBOURG & OAKVILLE, ONT.—IUE (AFL-CIO/CLC): 3-yr. agreement covering 720 empl.—general wage increases of 6¢ an hr. retroactive to March 1964, 6¢ an hr. eff. March 1965 and 6¢ an hr. eff. March 1966; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.) and 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); rate for labourer in March 1966 will be \$2.114 an hr.; agreement to expire March 5, 1967.

CDN. GENERAL ELECTRIC, MONTREAL & QUEBEC, QUE.—IUE (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—general wage increases of 6¢ an hr. retroactive to March 5, 1964, 6¢ an hr. eff. March 5, 1965 and 6¢ an hr. eff. March 5, 1966; additional wage increase of 2¢ an hr. retroactive to March 5, 1964 for empl. in Quebec City; 3 wks. vacation after 12 yrs. of service eff. in 1965 (at present after 15 yrs.) and 4 wks. vacation after 23 yrs. eff. in 1966 (at present after 25 yrs.); rate for labourer after March 5, 1966 will be \$2.029 an hr.; agreement to expire March 5, 1967.

INTERNATIONAL NICKEL CO. OF CANADA, THOMPSON, MAN.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,100 empl.—settlement pay for 5 mos. of \$20 a mo.; wage increases of 5% eff. Sept. 8, 1964, 3% eff. Sept. 1, 1965 and 3½% eff. Sept. 1, 1966; additional classification adjustments up to 23¢ an hr.; afternoon & night shift premiums increased to 5¢ an hr. and 10¢ an hr. respectively (formerly 4¢ and 7¢); new provision for Sunday premium of 15¢ an hr.; 8 paid holidays (formerly 6); 10 days vacation after 1 yr. of service, 11 days vacation after 2 yrs. of service, 12 days vacation after 3 yrs. of service, 13 days vacation after 5 yrs. of service, 14 days vacation after 7 yrs. of service and 15 days vacation after 9 yrs. of service; contributory group life insurance increased to \$5,000 after 1 mo. of service (formerly \$3,000 after 6 mos. of service); weekly sickness and accident indemnity increased to \$50 payable up to 32 wks. after 1 mo. of service (formerly \$40 payable up to 26 wks. after 6 mos. of service); employer to pay 60% of Manitoba Hospital Insurance premiums (formerly 50%); improvements in pension plan—death benefit of \$500 to be increased by additional \$500 for each yr. of completed service up to total benefit of \$3,000 after 5 yrs.; rate for labourer after Sept. 1, 1966 will be \$2.34 an hr.; agreement to expire Feb. 28, 1967.

JOHN MURDOCK LIMITED, ST. RAYMOND, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 3-yr. agreement covering 500 empl.—general wage increases of 10% retroactive to July 15, 1964, 10% eff. July 15, 1965 and 10% eff. July 15, 1966; St. Jean Baptiste Day and Labour Day to be paid holidays; vacation pay to be 3% of gross earnings after 50 days of employment (formerly 2% payable upon termination of employment); rate for labourer after July 15, 1966 will be \$1.48 an hr.; agreement to expire July 14, 1967.

NEW BRUNSWICK TELEPHONE—IBEW (AFL-CIO/CLC) (TRAFFIC EMPL.): 2-yr. agreement covering 700 empl.—wage increases ranging from \$1 a wk. to \$2.25 a wk. retroactive to Aug. 1, 1964 and from \$1 a wk. to \$2 a wk. eff. Aug. 1, 1965; evening and night differentials increased by 5¢ a day; differentials for clerks Class 1, supervisors and observers increased by 50¢ a wk. retroactive to Aug. 1, 1964; differentials for clerks Class 2 to be increased by 25¢ a wk. eff. Aug. 1, 1965; 3 wks. vacation after 10 yrs. of service eff. Jan. 1, 1965 (at present after 15 yrs.); 4 wks. vacation after 25 yrs. of service eff. Jan. 1, 1966 (at present after 31 yrs.); agreement to expire July 1, 1966.

POWER SUPER MARKETS, HAMILTON, OSHAWA & TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of \$3 a wk. retroactive to May 1, 1964 and of \$3 a wk. eff. May 1, 1965; 3 wks. vacation after 8 yrs. of service; rate for female clerk after May 1, 1965 will be \$62.80 a wk.; agreement to expire July 1, 1966.

SASKATCHEWAN GOVERNMENT—SASK. GOVT. EMPL. ASSN. (IND.) (CLASSIFIED SERVICES): 1-yr. agreement covering 5,000 empl.—wage increase of 2% eff. Oct. 1, 1964; additional wage increase of 2% for certain classes of empl.; meal allowances for travelling increased by 20¢ a day; rate for clerk 1 becomes \$190.74 a mo.; agreement to expire Sept. 30, 1965.

Wage settlements in the U.S. during the third quarter this year averaged 7.9 cents, bringing the median for the first nine months to 7.7 cents, compared with 7.8 cents for the same period in 1963. The 1964 third-quarter figure was almost half a cent higher than last year's.

Based on a review of 701 settlements negotiated in the third quarter, the manufacturing median fell from 6.8 cents in the second quarter to 6.6 cents, while the non-manufacturing median rose to 11.8 cents from 11.2 cents. Excluding the construction industry, the non-manufacturing median was down from 9.9 cents to 9.6 cents, and the all-industry median fell from 7.3 cents to 7.0 cents.

Settlements of at least 10 cents have been provided in 35 per cent of 1964's contracts, and deferred increases appear in 53 per cent of the pacts.



# TEAMWORK in INDUSTRY

Graduation day for some 950 telephone technicians who had completed apprenticeship and skill-improvement training courses was celebrated recently by banquets and dances in seven Alberta centres. Conducted jointly by Alberta Government Telephones and the International Brotherhood of Electrical Workers, the training program featured courses in basic electricity, basic electronics and telephone transmission. Journeyman cards and certificates were presented by J. W. Dodds, AGT general manager, during special events in Calgary, Edmonton, Lethbridge, Red Deer, Medicine Hat, Grande Prairie and Peace River.

Among the guest speakers in the various centres were Raymond Reiersen, Alberta Minister of Labour, and W. G. Urquhart, business manager of IBEW Local 348. During his remarks, Mr. Reiersen described the extensive expansion program planned by AGT, and emphasized the importance of skill-improvement and apprenticeship training in the effective operation of a large communications network. Mr. Urquhart drew attention to the great need for labour-management co-operation in job training. "Continual joint discussions of problems affecting both labour and management may well provide the key to employee job security," he said.

## Joint Consultation in Quebec Hospitals

Joint consultation between union and management representatives is both practised and promoted by hospitals in the Saguenay-Lac St. Jean district of Quebec province. During a recent interview at Hotel Dieu St. Michel in Roberval, Rev. Sister St. Thomas Aquinas said that all hospitals in the Saguenay-Lac St. Jean district were periodically invited to send union-management delegations to attend monthly meetings of St. Michel's Co-operation Committee, for the purpose of exchanging ideas and experiences in the field of hospital operations.

Emile Lajoie, industrial relations officer representing the Labour-Management Co-operation Service in the area, pointed out that St. Michel's successful plan of joint

consultation had resulted in the formation of union-management co-operation committees in two other district hospitals. Still others are exploring the feasibility of establishing similar committees in their own operations. The 500 employees staffing St. Michel Hospital are members of the CNTU National Syndicate of Hospital Employees.

## Rotary Club Considers Recommendation

The Rotary Club of Victoria, B.C. is considering a recommendation that its membership should help to promote better employer-employee relations in B.C. by encouraging the formation of labour-management committees in business and industry. The recommendation was made by the club's employer-employee relations committee, whose chairman, Alf Toone, is secretary-treasurer of the Victoria and District Labour Council.

## Committee Offers Scholarships

Two university scholarships valued at \$500 each are being offered to Grade XII students by the labour-management committee serving the Sodium Sulphate Division of Saskatchewan Minerals at Chaplin, Sask. Half the cost is to be borne by the company and half by employees, members of Local 9-678, Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC).

## Hospitals Practice for Emergencies

The only way for a hospital to test its emergency resources before a crisis occurs is to stage a "disaster plan exercise," which is exactly what Kootenay Lake General Hospital did recently in Nelson, B.C. Plans for the exercise were thoroughly discussed in advance by union and management representatives at meetings of the hospital's Joint Conference Committee. Members invented a mock disaster situation and then established the emergency measures needed to cope with it.

Some 50 observers from 17 hospitals in East and West Kootenay and Prince George attended the event, which was the third disaster exercise held in British Columbia.

Union and management spokesmen called the exercise an outstanding success, and hospital administrator R. H. Procter gave professional and lay staff full marks for their "excellent co-operation". Employees are represented by Local 180, Hospital Employees' Federal Union (CLC) and Local 115 of the International Union of Operating Engineers (CLC).

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during August. The Board issued seven certificates designating bargaining agents, ordered three representation votes and rejected five applications for certification. During the month the Board received 20 applications for certification and allowed the withdrawal of two such applications.

### Applications for Certification Granted

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Quebec Cartier Mining Company, Port Cartier, Que., aboard the tug *Manicouagan* (L.G., Sept., p. 797).

2. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Sutcliffe Shipping Company Limited, Montreal, Que. (L.G., Sept., p. 797).

3. International Association of Machinists, on behalf of a unit of employees of Air Canada (Trans-Canada Air Lines) employed in its printing bureau at the Montreal International Airport, Dorval, Que. (L.G., Sept., p. 798).

4. Professional Transport Workers Union of Canada, on behalf of a unit of drivers employed in the provinces of Alberta, Saskatchewan, and British Columbia, by H. M. Trimble & Sons Ltd., Calgary, Alta. (L.G., Sept., p. 798). The General Truck Drivers and Helpers Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, had intervened.

5. International Association of Machinists, on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company employed in its heating plant at Sept-Iles, Que. (L.G., Sept., p. 799).

6. International Association of Machinists, on behalf of a unit of tool crib men employed in the Mechanical Department of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., Sept., p. 799).

7. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 352, on behalf of a unit of longshoremen em-

ployed by the Quebec North Shore Paper Co. in the loading and unloading of coastal and ocean-going vessels at Baie Comeau, Que. (L.G., Sept., p. 799).

### Representation Votes Ordered

1. and 2. Canadian Union of Public Employees, applicant, and Lakehead Harbour Commissioners, Fort William and Port Arthur, Ont., respondent. The proposed bargaining unit comprised mainly policemen and maintenance men. The Board ordered that two representation votes be taken, one within a unit consisting of policemen and the other in a unit consisting of maintenance men (L.G., Sept., p. 798) (Returning Officer: C. Arthur Frey).

3. Seafarers' International Union of Canada, applicant, and Norlake Steamships Co. Limited, Toronto, Ont., respondent unlicensed personnel (L.G., Sept., p. 799) (Returning Officer: M. Horenblas).

### Applications for Certification Rejected

1. International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen Local 14, applicant, and Louis Wolfe and Sons (Vancouver) Limited, Vancouver, B.C., respondent (L.G., July, p. 575) (See "Reasons for Judgment" below).

2. International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen Local 514, applicant, and Western Stevedoring Company Limited, Vancouver, B.C., respondent (L.G., July, p. 575) (See "Reasons for Judgment" below).

3. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Reimer Express Lines Limited, Winnipeg, Man., respondent (L.G., Aug., p. 717). The proposed bargaining unit consisted of drivers and dockmen purported to be employed in Alberta by the respondent. The application was rejected for the reason that Reimer Express Lines Limited is not the employer of the employees affected.

4. D. S. Scott Employee Association, applicant, D. S. Scott Transport Limited,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



London, Ont., respondent, General Truck Drivers and Helpers Union Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Sept., p. 797). The proposed bargaining unit consisted of employees of the respondent employed at its terminals located at London and Toronto, Ont., Dorval, Que., and Vancouver, B.C. The application was rejected for the reason that the applicant has not satisfied the Board that it is a properly organized and operating trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

5. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Scott

International Truck Lines Limited, Winnipeg, Man., respondent (application received during month, see below). The proposed bargaining unit consisted of drivers and dockmen employed in the province of Alberta by the respondent. The application was rejected for the reason that the proposed unit is not appropriate for collective bargaining in that it excludes the Saskatchewan employees of the company who are employed in classifications similar to those applied for.

#### **Applications for Certification Received**

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

2. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Team-

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### **Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

sters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed in Alberta by Scott Interprovincial Truck Lines Limited, Winnipeg, Man. (Investigating Officer: G. H. Purvis) (See "Applications for Certification Rejected" above).

3. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by La Cie de Navigation du Golfe Ltee, Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

4. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Superior Aggregates Limited, Port Arthur, Ont. (Investigating Officer: C. Arthur Frey).

5. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

6. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

7. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Harney Brothers Co. Ltd., Rimouski, Que. (Investigating Officer: Miss M. P. Bigras).

8. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Harney Brothers Co. Ltd., Rimouski, Que. (Investigating Officer: Miss M. P. Bigras).

9. International Brotherhood of Electrical Workers, Local Union 2085, on behalf of a unit of pilots employed in the Dew Line Division of TransAir Ltd., Winnipeg, Man. (Investigating Officer: J. S. Gunn).

10. Canadian Union of Employees of Verreault Navigation Inc., on behalf of a unit of unlicensed personnel employed by Verreault Navigation Inc., Les Mechins, Que. (Investigating Officer: R. L. Fournier).

11. Transport Drivers, Warehousemen and Helpers Union Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by Edwards Transport Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

12. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 698, on behalf

of a unit of employees of Alitalia Airlines, Montreal, Que. (Investigating Officer: Miss M. P. Bigras).

13. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Levis Shipping Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

14. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Levis Shipping Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

15. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by The Michigan Central Railroad Company, The New York Central Railroad Company (Lessee), St. Thomas, Ont. (Investigating Officer: A. B. Whitfield).

16. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

17. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (Investigating Officer: R. L. Fournier).

18. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (Investigating Officer: R. L. Fournier).

19. United Steelworkers of America, Local 5197, on behalf of a unit of shed employees employed at Sept Iles, Que., by Eastern Canada Stevedoring (1963) Ltd. (Investigating Officer: R. L. Fournier).

20. United Steelworkers of America, Local 5197, on behalf of a unit of linesmen employed at Sept Iles, Que., by Eastern Canada Stevedoring (1963) Ltd. (Investigating Officer: R. L. Fournier).

#### **Applications for Certification Withdrawn**

1. Kearns Transport Employees Association, applicant, and Kearns Transport Limited, Regina, Sask., respondent (L.G., Sept., p. 798).

2. Western District Diamond Drillers' Union, Local 1005, I.U.M.M. & S.W. (Canada), applicant, and Canadian Long-year Limited, Vancouver, B.C., respondent (Yukon Territory) (L.G., Sept., p. 798).



# Reasons for Judgment

## in applications for certification affecting

*International Longshoremen's & Warehousemen's Union*

*Applicant*

*and*

*(1) Western Stevedoring Company Limited*

*Respondent*

*(2) Louis Wolfe and Sons (Vancouver) Limited*

*Respondent*

In Application No. 1, the Applicant applies to be certified as bargaining agent for a unit of employees of the Respondent consisting of all foremen in the Ports of British Columbia below the rank of super-intendent or manager employed by the Respondent in the moving and storage of waterborne cargoes. The classifications of employees covered by this description are head foreman (otherwise described as senior foreman), foreman, and gear locker foreman. The Respondent in this application is engaged in the stevedoring business in the loading and unloading of cargoes to and from deepsea vessels at coastal ports in British Columbia. In its business it handles all types of general cargo, lumber both loose and packaged, and bulk grain cargoes.

In Application No. 2, the Applicant applies to be certified as bargaining agent for a unit of employees of the Respondent consisting of all foremen in the Ports of British Columbia below the rank of super-intendent employed by the Respondent in the moving and storage of waterborne cargoes. The classifications of employees covered by the above description are foreman and spare foreman.

The Respondent in Application No. 2 handles primarily bulk cargoes—principally grain—and a small amount of general cargo. It also has a speciality of fitting ships for grain-loading purposes to comply with international grain-loading requirements, and does ship-cleaning prior to grain-loading.

In the case of each of Applications Nos. 1 and 2, the Respondent therein contests the application on the ground that the employees in the proposed unit exercise management functions, and in consequence thereof are not employees within the meaning of the Act, and that the unit is not appropriate for collective bargaining.

By agreement of the parties thereto, the two applications were heard together, and

evidence given at the hearing in respect of either application was made available for purposes of the other application where relevant thereto.

Both Applications No. 1 and No. 2 are considered and dealt with in these Reasons for Judgment.

The Respondent in each of Applications Nos. 1 and 2 is a member of the Shipping Federation of British Columbia, hereinafter called "the Federation". The federation is an employers' organization whose membership includes deepsea shipowners, operators and charterers, and stevedoring companies and wharf operators. In the period since 1946, the Federation on behalf of its members has been a party to collective agreements with locals in British Columbia of the International Longshoremen's and Warehousemen's Union, which have represented longshoremen employed in handling the movement of cargo to and from the dock to ship's hold. This handling of cargo was described in the evidence as Stage 1 work and is hereinafter referred to as such.

In November 1963, a consolidated collective agreement was entered into by the Federation with eight locals of the International Longshoremen's & Warehousemen's Union covering employees employed by members of the Federation in the performance of Stage 1 work in British Columbia ports. The agreement in line with prior agreements specifically provides that it does not apply to foremen, nor to supervisory, office or clerical personnel employed by members of the Federation.

Under the arrangements in effect in the Port of Vancouver pursuant to this agreement, the Federation carries out for its members the despatch of longshore gangs to ships for Stage 1 work. In other ports, a joint despatch system, both as to cost and selection of individual gang personnel, is shared by the Federation and the union local at the port.

The Board consisted of A. H. Brown, Chairman, and A. H. Balch, J. A. D'Aoust, A. J. Hills, A. C. Ross and H. Taylor, members. The Judgment of the Board was delivered by the Chairman.

A basic gang for general cargo purposes consists of eight men, comprising a hatch tender, winch driver, two slingers and four hatchmen, and the same persons usually make up the same regular basic gang. Instructions to a regular gang to report to a ship for Stage 1 work are given by the Federation despatcher or joint despatcher, as the case may be, either in the longshore hiring hall or by telephone to the hatch tender who is the gang leader, and he in turn collects the rest of the gang. The spareboard men and fill-ins for the regular gang men are despatched directly from the hiring hall.

Members of the gangs who are paid on an hourly basis receive their pay weekly through the Federation Central Pay Office, except in the case of one or two members of the Federation who still handle their own pay arrangements directly. The longshoremen generally work in their home port area, and are not usually despatched elsewhere for such work.

### Application No. 1

In the case of Application No. 1, the Respondent's supervisory staff consists of the general manager, assistant general manager, two superintendents, and ship's foremen including senior foremen and a locker foreman. The superintendent is on the next level of supervision and authority above the foreman. The superintendents travel from ship to ship to correlate information on the loading or unloading operations with the ship's foremen, to consult as occasion may require with the ship's supercargoes and officers, and to clear up any current difficulties in the operation. According to the evidence, the superintendent functions largely in a liaison and trouble-shooter capacity. He may spend from 15 minutes to two or three hours, or no time at all, on a ship in the course of a day.

The ship's foremen are employees of the Respondent and are paid directly by it. They are paid on an hourly basis once a week. The foremen are selected by the Respondent from the ranks of the longshoremen, and are initially taken on on a probationary basis for a three-month trial period, at the end of which the appointment is confirmed; or, if unsatisfactory or if the probationer does not like the job, he may return to longshoring work. The foremen do not work for any other company.

A foreman may be required by his employer to work at any dock in the Port of Vancouver, or in any other port where the Respondent is loading or unloading vessels.

Approximately half of the Respondent's foremen are designated as senior or chief foremen, and as such may be given senior foremen assignments. A senior foreman may be assigned to work a ship either as a senior foreman or foreman. Respondent's declared policy is to qualify all foremen as senior foremen as rapidly as they can acquire sufficient experience, so that all its foremen may be employed interchangeably as foremen or senior foremen as circumstances warrant.

When foremen are required for Stage 1 work on a ship, the Respondent's superintendent notifies the foremen he wishes to place to report to the ship. If more than one foreman is required, he designates one as the senior foreman. In general cargo operations, a foreman may be required for each ship hatch, or for two or more hatches, depending upon the type of cargo to be loaded or unloaded. The foremen so assigned report for work directly to the ship. They meet at the ship the gangs despatched from the hiring hall to work the ship.

The senior foreman, after consultation with the ship's supercargo and officers concerning the loading or unloading operation, designates the hatch or hatches over which each of the foremen, including himself, is to have supervision, and assigns the gangs to the specific hatches they are to work. Despatch slips for each gang are given to the foreman in charge of the gang. The foremen then take over the supervision of their gangs and hatches, and remain in charge until the operation is completed. Their duties are wholly supervisory.

If a foreman considers he needs additional assistance by way of an increase in the size of his gang or gangs he places a request by telephone with the despatcher in the Respondent's office, usually after consultation with the ship's supercargo. The foreman has no authority to change the allocation of duties of individual members of the general cargo gang or gangs he supervises, but the extra gang men may be transferred from one hold to another.

A foreman has no authority to authorize overtime, but is responsible for keeping the Respondent's office, or the supercargo, advised of the length of time required to finish the job or hatch. The foreman is responsible for making out and signing the time sheets and the despatch slips for his gang or gangs. He keeps a diary of the daily production of such gangs, and makes reports to the superintendent on the capabilities of the gang and of individual members of the gang. He is responsible for seeing that the



stevedoring gear and ship's gear used by the gang is in good, safe working order. As may be necessary, he instructs new members of a gang with respect to their work.

The senior foreman acts as liaison between the other foremen on the ship and the ship's officers and supercargo and the office of the Respondent, and is responsible for seeing that the loading or unloading operations proceed evenly so as to avoid disturbing the ship's trim. Other than the additional duties hereinbefore described, the senior foreman's responsibilities and authority are the same as those of other ship's foremen.

The nature and extent of the disciplinary powers that may be exercised by management over longshoremen employed on Stage 1 work and the manner in which exercised, and the procedures for the handling and disposition of grievances arising therefrom, are spelled out in detail in the aforementioned collective agreement.

In effect, the Respondent's authority for disciplining employees employed in Stage 1 work is ordinarily exercised or initiated, as the case may be, at the foreman level. The foreman may suspend from work a member of the gang he supervises for the balance of the day on which suspended. Where disciplinary action going beyond a day's suspension is recommended by the foreman, the responsibility is vested in the Federation—rather than a higher level of management of the Respondent—of deciding on the action to be taken upon the foreman's recommendation. Thus it appears that a manager or superintendent of the Respondent has no greater disciplinary powers over the longshoremen employed for the Respondent on Stage 1 work than a foreman has.

### Application No. 2

In the case of Application No. 2, there are no senior or head foremen, as distinguishable from ship's foremen. This is because the loading of bulk grain cargoes requires the supervision of only one foreman. Only one foreman is required for the supervision of the fitting or cleaning of a ship for such use. The Respondent's foremen are assigned in rotation by the Respondent's superintendent to the ship to be loaded. These bulk grain cargo loading activities constitute the greater part of the Respondent's business.

There are differences in the composition of the longshore group despatched for this work and the method of assignment of their work by the foreman, as compared with the composition of the longshore gang used and procedures followed in the general cargo

loading and unloading operations. However, there appear to be no significant differences in the nature of supervisory responsibilities, or the extent of disciplinary authority, between foremen covered by application No. 2 and foremen covered by application No. 1.

The arrangements for loading of bulk grain cargoes outlined above are equally applicable to the loading of bulk grain cargoes by the Respondent in Application No. 1.

The arrangements for the handling and control of the loading and unloading of cargoes of deepsea vessels at the Port of Vancouver and other ports in British Columbia, and the provisions for the protection of the rights and interests of the longshoremen engaged in this operation, as contained in the collective agreement covering employees employed in Stage 1 work, have been developed and built up between the parties to the collective agreement covering such employees over the period since 1946.

The ship's foremen who are employed on Stage 1 work are employed in a wholly supervisory capacity. Their disciplinary powers, although restricted by the terms of the collective agreement, are real. The range of their management functions is more limited than in the case of management personnel at the foreman level in some other types of industry operations but in this instance they have been shaped by the parties to the collective agreement to facilitate the deepsea shipping loading and unloading operations in British Columbia ports, as well as for the protection and promotion of the interests of the employees engaged therein.

Having regard for the collective bargaining history, and the patterns and practices which have been developed in Stage 1 work in the loading and unloading of deepsea vessels at British Columbia ports over the years, and the provisions of the current agreement between the Federation and the British Columbia locals of the International Longshoremen's and Warehousemen's Union, the Board is of the opinion that the unit applied is not appropriate for collective bargaining in the case of either application No. 1 or application No. 2.

Accordingly the applications are rejected.

(Sgd.) A. H. Brown,  
Chairman.

John Stanton, Esq.

M. Hurren, Esq.

*for the International Longshoremen's and Warehousemen's Union.*

D. Gordon Blair, Esq.

E. Rozen, Esq.

*for Louis Wolfe and Sons (Vancouver) Limited*

J. D. Taggart, Esq.

G. McKay, Esq.

*for Western Stevedoring Company Limited*

Philip Shier, Esq.

Capt. G. C. McKee

Dated at Ottawa, August 20, 1964.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Saguenay Terminals Limited, Port Alfred, Que., and Le Syndicat National des Employés Salariés de Saguenay Terminals Limited (Conciliation Officer: C. E. Poirier).

2. Saguenay Terminals Limited, Port Alfred, Que., and Le Syndicat National des Débardeurs de la Baie des Ha! Ha! Inc. (Conciliation Officer: C. E. Poirier).

3. Canadian National Railways, Telecommunications Department and Canadian National System, Division 43, Commercial Telegraphers' Union (Conciliation Officer: T. B. McRae).

4. H. W. Bacon Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

5. Upper Lakes Shipping Limited and Trans-Lake Shipping Limited, Toronto, and Canadian Maritime Union (Conciliation Officer: T. B. McRae).

### Conciliation Boards Appointed

1. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., March, p. 215).

2. CJMS Radio Montreal Limited and National Association of Broadcast Employees and Technicians (L.G., Aug., p. 717).

3. Canadian National Railways and Canadian National Railways Police Association

(L.G., July, p. 575) (Note: This dispute was reported settled at the conciliation officer stage but the union refused to sign a collective agreement and a Conciliation Board was appointed by the Minister to deal further with the dispute).

### Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Sept., p. 806) was fully constituted in August with the appointment of Raymond Barakett of Montreal, as Chairman. Mr. Barakett was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Ross Drouin, Q.C., of Quebec City and Phil Cutler of Montreal, who were previously appointed on the nomination of the company and union, respectively.

### Board Report of Settlement Received

Robin Hood Flour Mills Limited (laboratory department employees) Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., Feb., p. 131).

### Dispute Not Settled

Cronkwright Transport Limited, Simcoe, Ont., and Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 717) (The Minister notified the parties that he had decided not to appoint a Conciliation Board).



# Report of Board in Dispute between

*Robin Hood Flour Mills Limited  
and*

*United Packinghouse, Food & Allied Workers*

The Board of Conciliation consisting of N. L. Mathews, Q. C., company nominee; Stewart Cooke, union nominee, and W. H. Dickie, Chairman, met with representatives of the parties at Toronto, July 8, 1964.

Appearing for the company was W. H. Lewis, Plant Manager.

Appearing for the union was Henry R. Bartenbach, Representative.

The parties reported successful completion of a collective agreement with respect to the above dispute. We are attaching statements from each giving details of the settlement.

(Sgd.) W. H. Dickie,  
*Chairman.*

## COMPANY STATEMENT

On the 10th day of April 1964, in Port Colborne, a Stipulation of Agreement was signed between UPWA Local 416 and Robin Hood Flour Mills Limited, providing for a two-year contract from September 1, 1963, to August 31, 1965.

Included in this Stipulation of Agreement were the following items:

(a) Amend Article 3 to include laboratory employees as certified in July 1962.

(b) Establish the following rates for laboratory personnel with 5 cents per hour retroactive to September 1, 1963.

	<i>April 10, 1964</i>	<i>Sept. 1, 1964</i>
Prepared Mix Technician	\$2.30	\$2.35
Baking Technician	2.30	2.35
Assistant Baking Technician	2.15	2.20
Quality Technician	2.15	2.20
Shift Technician	2.10	2.15
Assistant Prepared Mix Technician	1.93	2.15
Baking Technician B	2.00	2.05
Shift Technician B	1.90	1.95
Progress from B to A category in 5 cents steps every six months.		

(c) Establish the necessary stipulations to govern seniority, bumping, etc., between lab and plant and to permit necessary scheduling flexibility.

The completed contract was signed on May 8, 1964, including the above-mentioned amendments and a special supplement per copy attached.

ROBIN HOOD FLOUR MILLS LTD.

(Sgd.) W. H. Lewis,  
*Plant Manager.*

## UNION STATEMENT

On May 8 last, an agreement was signed by the parties in respect to Local 416 and the company's Flour Mill Division.

The agreement contained provision for the inclusion of the Laboratory Employees in the established bargaining unit, for which the union, on behalf of its Local 416, is bargaining agent.

When the parties reached agreement on the inclusion of the Laboratory a major obstacle in the way of agreement was removed, bargaining resumed and full agreement was reached.

The renewed agreement, insofar as it affects the Laboratory Employees, contains the following:

*Article 3—Recognition* is amended to include "Hourly paid Laboratory Employees as certified in July 1962."

The Laboratory Employees are, therefore, part of the main bargaining unit and subject to all the provisions of the agreement, with the following exception.

*Laboratory Employees Supplement* The company and the union mutually agree that the special nature of laboratory work makes it both necessary and desirable that the following exceptions be made to the main contract.

1. Because of the requirements of specific technical knowledge, experience and judgment, it is understood that the Chief Chemist and Assistant Chief Chemist will, from time to time, as deemed necessary, make tests, handle equipment, prepare solutions, examine and test products in order to assure themselves of the quality of the products.

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Robin Hood Flour Mills Limited (laboratory department employees) Humberstone, Ont., and United Packinghouse, Food and Allied Workers.

The Board was under the chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members of the Board, Norman L. Mathews, Q.C., of Toronto and F. Stewart Cooke of Hamilton, nominees of the company and union, respectively.

The report is reproduced here.

2. Because of the need for prompt testing, it is necessary to provide shift work periods that do not always coincide with regular plant hours. Accordingly, some flexibility is required from time to time in establishing shifts. If a shift is necessary that will straddle midnight by more than two hours, then third shift premiums will be paid on all hours after midnight on such shifts. In all cases, the parties to this agreement will endeavour to agree on mutually satisfactory shift time.

3. In case of layoff, departmental seniority only will apply so that lab employees may not claim work in other plant departments, or other plant department employees claim

work in the laboratory, by reason of plant seniority.

4. Holiday and sickness relief by temporary employees will come under the trainee pay schedule.

5. Laboratory employees, other than summer relief, shall be granted seniority upon completion of sixty (60) days' service within a four month period, provided that they are subject to dismissal if, in the opinion of the Plant Chemist, they do not make satisfactory progress during the training period. The training period to be understood as that period during which they are classified as Technician B.

The following adjustments to wages were made:

Title	Rate	Eff. 1 Sept. 63	Eff. Apr. 64	Eff. 1 Sept. 64	Total Increase	Number of Employees
	\$	\$	\$	\$	\$	
Prepared Mix Technician.....	2.25	2.30	2.30	2.35	.10	1
Baking Technician.....	2.25	2.30	2.30	2.35	.10	1
Asst. Baking Technician.....	2.08	2.13	2.15	2.20	.12	2
Quality Technician.....	2.08	2.13	2.15	2.20	.12	1
Shift Technician.....	2.03	2.08	2.10	2.15	.12	2
Shift Technician.....	1.73	1.78	2.10	2.15	.42	1
Asst. Prepared Mix Technician*.....	1.73	1.78	1.93	2.15	.42	1
Baking Technician B.....			2.00	2.05		
Shift Technician B.....			1.90	1.95		

Progress from B to A category in 5¢ steps every six months.

\* This is a female employee, all others in bargaining unit are male.

Other items of immediate monetary value to Laboratory Employees are:

Shift premiums 6c and 9c  
Double time Sunday as such  
Time and one-half Saturday as such  
3 weeks vacation after 13 years service  
4 weeks vacation after 25 years service  
Bereavement pay (up to three days)  
Jury duty pay

The agreement, in which the Laboratory is included, is for a period of two years dated September 1, 1963 to September 1, 1965.

A copy of the agreement has been sent to the Department of Labour, Canada.

The Union wishes to take this opportunity to thank the Chairman, W. H. Dickie, and members F. Stewart Cooke and Norman Mathews, Q.C., for their assistance in this matter, and to observe that, largely due to their intensive efforts at mediation on January 16 in the dispute affecting the company and the union in the "main agreement," said "main agreement" was resolved,

the Laboratory employees included in the "main bargaining unit," and the way was cleared for an amicable and honourable settlement.

Submitted on behalf of the union by:

(Sgd.) Henry R. Bartenbach

Henry R. Bartenbach, Representative,  
United Packinghouse, Food and Allied  
Workers

#### Laboratory Employees Supplement

The company and the union mutually agree that the special nature of laboratory work makes it both necessary and desirable that the following exceptions be made to the main contract.

1. Because of the requirements of specific technical knowledge, experience and judgment, it is understood that the Chief Chemist and Assistant Chief Chemist will, from time to time, as deemed necessary make tests, handle equipment, prepare solutions, examine and test products in order to assure themselves of the quality of the products.

(Continued on page 909)



# Legal Decisions Affecting Labour

## *Manitoba Court of Queen's Bench dismisses application to quash Canada Labour Relations Board's certification order*

In Manitoba, the Court of Queen's Bench, in *certiorari* proceedings, upheld an order issued by the Canada Labour Relations Board certifying the International Brotherhood of Electrical Workers, Local 2085, as a bargaining agent for a unit of employees of the Federal Electric Corporation of Winnipeg engaged in operating the Distant Early Warning System in the Northwest Territories.

The Court held that a Manitoba court had jurisdiction to consider an application to quash an order of the Canada Labour Relations Board; that an international agreement between Canada and the United States of America regarding the establishment of the Distant Early Warning System on Canadian territory, which also purported to regulate the rates of pay and working conditions, not having been implemented by any legislation of the Parliament of Canada, did not affect the application of the I.R.D.I. Act with regard to collective bargaining rights of the employees concerned; that, in certifying the union, the Board acted within its jurisdiction; and that no error in law was apparent on the face of the record.

On March 23, Mr. Justice Smith of the Manitoba Court of Queen's Bench dismissed an application for *certiorari* to quash the order.

The Federal Electric Corporation has been incorporated under the laws of Delaware, a state of the United States of America. It is registered and licensed to carry on business in Canada and has its Canadian head office in Winnipeg. Under a contract with the United States Air Force, the company mans and operates the Distant Early Warning System in Alaska, Canada and Greenland.

Local Union No. 2085 of the International Brotherhood of Electrical Workers has been located in Winnipeg.

All the work and all the employees affected by the certification order issued by the Canada Labour Relations Board are located at sites on the Distant Early Warning System in the Northwest Territories, or other northern areas of Canada outside the boundaries of any province. All the work is, however, clearly within the legis-

lative authority of the Parliament of Canada.

First, the Court dealt with a preliminary point of law: whether the Manitoba Court had jurisdiction to consider the application for *certiorari* in a situation where the certification order was issued by the Canada Labour Relations Board—a body appointed under federal statute and residing in the province of Ontario—and where the certified union and the company were located in the province of Manitoba, while the works and employees affected by the order were located in the Northwest Territories.

Mr. Justice Smith, in his judgment, noted that it was clear from the whole plan of the B.N.A. Act of 1867, and particularly from the 16 subsections of Section 92 of that Act, as well as from consistent judicial statements of the law, that the legislative authority of a provincial legislature, such as that of Manitoba, does not extend beyond the boundaries of the province. Two of the subsections of Section 92, namely, subsections 13 and 14, are particularly relevant to the issue at bar. By them, the legislature of the province has exclusive power to make laws in relation to:

13. Property and Civil Rights in the Province.

14. The Administration of Justice in the Province, including the Constitution, Maintenance, and Organization of Provincial Courts, both of Civil and Criminal Jurisdiction, and including Procedure in Civil Matters in those Courts.

Under the authority of subsection 14, the legislature of Manitoba created the Court of Queen's Bench and, by Section 49 of the Queen's Bench Act, conferred upon it all the powers and authorities possessed and enjoyed by the English superior courts of civil and criminal jurisdiction. This section contains no territorial limitation, but a provincial legislature has not the power to give to a court created by it jurisdiction over a wider territory than that over which its own legislative power extends.

Similarly, R. 556 of the Manitoba Queen's Bench Rules, which gives the court the power to grant *mandamus*, prohibition,

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

and *certiorari*, contains no territorial limitation, but such orders can be issued only where the court has effective jurisdiction over them.

The jurisdiction of the Court, however, is not co-terminous with the legislative jurisdiction of the province. Thus, the Court administers all the laws that are in force in Manitoba, including both the common law and all statutes of the Parliament of Canada that are applicable to this province, except perhaps laws whose administration is assigned to a specific court, e.g., the Exchequer Court of Canada. Further, the Parliament of Canada may, by statute, confer additional jurisdiction on a provincial court; for instance, Sec. 446(1) of the Criminal Code and Section 29(1) of the Northwest Territories Act.

Section 29(1) of the Northwest Territories Act, which is relevant to the situation at bar, reads:

29(1). Any superior court in the Provinces of Saskatchewan, Manitoba, Ontario, Quebec, Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland may, within the province in which its ordinary jurisdiction is exercised, exercise, in civil matters respecting persons and property in the Territories east of the One Hundred and Second Meridian of West Longitude and actions, suits or proceedings affecting them, the like jurisdiction that such court has in civil matters respecting persons and property within the territorial limits of its ordinary jurisdiction and actions, suits or proceedings affecting them.

In the opinion of Mr. Justice Smith, this section gives to a superior court of Manitoba, along with those of the other seven named provinces, jurisdiction concurrent with that of the territorial court of the Northwest Territories in civil matters and proceedings affecting persons and property in the Territories east of the 102nd meridian of west longitude. From the decision of the Canada Labour Relations Board, Mr. Justice Smith assumed that a number of the stations and communications posts or sites operated by the corporation in question, and forming part of the Distant Early Warning System, are located east of the 102nd meridian, and consequently the jurisdiction of the Manitoba court was applicable to the works and employees affected by the certification order at bar.

Regarding the question whether the validity of a certification order issued by the Board residing in Ontario could be challenged in the Manitoba Court, Mr. Justice Smith, relying mainly on the decision of the British Columbia Court of Appeal in *Vantel Broadcasting Co. v. Canada Labour Relations Board* (L.G., Jan. 1963, p. 57), held that, since the Canada Labour Relations Board has jurisdiction in all parts of Canada, and since its orders

can be enforced only in the courts of the province or provinces where those orders apply—which is where the parties affected reside or carry on business—it is logical that any attack upon the validity of an order of the Board should be made in the same court, or at least in the same jurisdiction that has power to enforce the order, and not in the courts of another province whose only interest in the matter is that the Board's head office is in that province, and the Board's meetings are held there.

There is no question in the case at bar but that the Court has jurisdiction over the applicant corporation and over the local union and, while the works and employees affected are outside Manitoba, the Court has jurisdiction over them under Section 29(1) of the Northwest Territories Act.

Another objection to the certification order was based on the argument that the Canada Labour Relations Board had no jurisdiction to hear the application for certification as, by virtue of a treaty between Canada and the United States of America dated May 5, 1955, rates of pay and working conditions were to be set after consultation with the Canadian Department of Labour, and not through the ordinary bargaining processes.

The document in question is entitled: "Agreement between Canada and the United States of America to govern the Establishment of a Distant Early Warning System in Canadian Territory" and was made effective by an exchange of notes, dated May 5, 1955. In the opinion of Mr. Justice Smith, the document is not a formal treaty, but for the purposes of the case at bar, it has the status of a treaty in the sense that it is a contract between states. In international law, he added, though some treaties go further and purport to declare law, it is true to say that in general a treaty is a contract between states creating rights and obligations that enure to, and are binding on, the executive governments that are parties to it. The common law recognizes this rule, but it has long been settled that a treaty binding the government does not, *ipso facto*, become part of our law and enforceable in the courts.

In *Atty.-Gen. for Can. v. Atty.-Gen. for Ont.; Reference re Weekly Rest in Industrial Undertakings Act; Minimum Wages Act and Limitation of Hours of Work Act* (1937) (L.G. 1937, p. 237), Lord Atkin, delivering the judgment of the Judicial Committee, said:

Within the British Empire there is a well-established rule that the making of a treaty is an executive act, while the performance of its obligations, if they entail alteration of the existing domestic law, requires legislative action.



Unlike some other countries, the stipulations of a treaty duly ratified do not within the Empire, by virtue of the treaty alone, have the force of law. If the national executive, the government of the day, decide to incur the obligations of a treaty which involve alteration of law they have to run the risk of obtaining the assent of Parliament to the necessary statute or statutes. To make themselves as secure as possible they will often in such cases before final ratification seek to obtain from Parliament an expression of approval. But it has never been suggested, and it is not the law, that such an expression of approval operates as law, or that in law it precludes the assenting Parliament or any subsequent Parliament from refusing to give its sanction to any legislative proposals that may subsequently be brought before it.

In the view of Mr. Justice Smith, these words clearly mean that not every treaty requires legislative sanction, but a treaty that involves a change in existing law does require it, and in such a case a mere expression of approval by Parliament is not sufficient.

In *Francis v. Reg.* (1956) SCR 618, Chief Justice Kerwin, with reference to the *Jay Treaty* of 1794 between Great Britain and the United States, which purported to give to Indians a partial right of exemption from the general law imposing customs duties, said:

The *Jay Treaty* was not a Treaty of Peace and it is clear that in Canada such rights and privileges as are here advanced of subjects of a contracting party to a treaty are enforceable by the Courts only where the treaty has been implemented or sanctioned by legislation.

Mr. Justice Rand spelled out the law with more particularity by stating:

Except as to diplomatic status and certain immunities and to belligerent rights, treaty provisions affecting matters within the scope of municipal law; that is, which purport to change existing law or restrict the future action of the Legislature, including, under our constitution, the participation of the Crown, and in the absence of a constitutional provision declaring the treaty itself to be law of the state, as in the United States; must be supplemented by statutory action.

Mr. Justice Smith concluded that, in the case at bar, there was no question but that, under Section 53 thereof, the Industrial Relations and Disputes Investigation Act applies in the Northwest Territories of Canada. By that Act certain rights and obligations are established for employers and for their employees and their bargaining agents.

For the purposes of the case before the Court, the rights are rights and obligations in connection with collective bargaining. If the agreement of May 5, 1955 between Canada and the United States has the effect of taking away these rights and removing these obligations, it necessarily involves a change in the law of the Territories in so

far as these parties as concerned, and this would require legislative action by the Parliament of Canada.

It has not been suggested that any Act of Parliament has been passed embodying the terms of this agreement or giving them statutory authority. Though the agreement was tabled in the House of Commons, as today appears to be the practice with almost all international agreements, such action cannot have the effect of changing the law affecting these parties, or of making such change, if any were intended, enforceable in the courts.

Further, Mr. Justice Smith noted that, apart from general legal principle, Section 6 of the agreement expressly provides:

Nothing in this Agreement shall derogate from the application of Canadian law in Canada, provided that, if in unusual circumstances its application may lead to unreasonable delay or difficulty in construction or operation, the United States authorities concerned may request the assistance of Canadian authorities in seeking appropriate alleviation. In order to facilitate the rapid and efficient construction of the DEW System, Canadian authorities will give sympathetic consideration to any such request submitted by United States government authorities.

There was no evidence before the court that the provision in the above section had ever been invoked.

In the face of the express provision in the opening words of the section concerning Canadian law, Mr. Justice Smith held that there was no intention that the agreement should take away the rights or obligations created by the Industrial Relations and Disputes Investigation Act for the employees and employers.

For these reasons, he held that the treaty or agreement in question had no effect on the Board's jurisdiction and was not a bar to the granting of certification by the Canada Labour Relations Board.

Dealing with the main issue of the case, whether *certiorari* should be granted, Mr. Justice Smith noted that on the application for *certiorari* the Court was not concerned with the merits of the Board's decision, but only with two questions: (1) Whether the Board, in doing what it did, was acting within the powers given it by the Act, i.e., within its jurisdiction; (2) whether there was an error in law, apparent on the face of the record.

The authority for this position is well established: 11 *Halsbury*, 3rd ed., referring to the control exercisable by a superior court over inferior jurisdictions by way of *mandamus*, prohibition and *certiorari*, says at p. 53:

The degree of control which can be exercised is limited: provided that the tribunal keeps

within its jurisdiction and obeys the rules of natural justice, and refrains from setting out in its record the reasons for its decision, the court cannot interfere.

Again in para. 118, at p. 61:

Where upon the face of the proceedings themselves it appears that the determination of the inferior tribunal is wrong in law, *certiorari* to quash will be granted. The tribunal is not (unless so required by statute) obliged to set out in its adjudication the reasons which led to its decision, but if it does state them the superior court will consider the question whether they are right in law, and if they are wrong in law, will quash the decision.

The general power of the superior courts, as stated above by *Halsbury*, is reduced where there is a privative clause in the statute expressly forbidding the decision of the inferior body's being questioned or reviewed in proceedings by way of *certiorari*.

The distinction between the presence or absence of a privative clause was stated by Mr. Justice Roach of the Ontario Court of Appeal in *Re Ont. Labour Relations Board; Bradley v. Can. Gen. Elec. Co.* (1957) OR 316, who said:

In the absence of a privative clause, the Court in *certiorari* proceedings, has power to examine the record returned to it by the inferior tribunal and if that record discloses error on the part of that tribunal, to quash its decision as having been made in error. Also, if it appears to the Court that the inferior tribunal acted beyond its jurisdiction then the Court has the power in *certiorari* proceedings to quash the decision of that tribunal as having been made without jurisdiction. However, where there is a privative clause, the Court is restricted to determining whether or not the inferior Court acted within the limits of its jurisdiction.

Further, Mr. Justice Roach pointed out that where there is a collateral matter to be decided, upon which the jurisdiction of

the inferior tribunal depends, its decision on that collateral matter is subject to review on *certiorari*, and the superior court will weigh the evidence and decide whether the inferior tribunal's decision was right or wrong. He then added:

Where the matter is not collateral but constitutes part or the whole of the main issue which the inferior tribunal had to decide, the Court is limited to examining the record to determine whether there was any evidence before the inferior tribunal. ... The Court can do that only in the absence of a privative clause. If there is a privative clause in the Act creating the tribunal the Court cannot do that.

In the opinion of Mr. Justice Smith, it is at least doubtful whether the privative clause in the Industrial Relations and Disputes Investigation Act (Section (61(2))) is sufficiently express in its terms to exclude *certiorari* where the question is one of error on the face of the record. No privative clause excludes an application for *certiorari* where the question is one of the inferior tribunal having jurisdiction, refusing jurisdiction, or exceeding jurisdiction.

With regard to the particular objection to certification under consideration, Mr. Justice Smith concluded that the Board gave reasons for its decision. He found no error in law apparent on the face of the proceedings, and the Board had not misconstrued the law. The Board had jurisdiction to deal with the application and there was also no ground for holding that its decision was contrary to the rules of natural justice.

The application to quash the Canada Labour Relations Board's certification order was refused. *Federal Electric Corporation v. International Brotherhood of Electrical Workers Local Union 2085 and Canada Labour Relations Board* (1964) 47 W.W.R., Part 7, p. 391.

## Recent Regulations, Federal and Provincial

*Ontario issues regulations governing pension plans, British Columbia revises safety rules for boilers and pressure vessels*

The federal Government published the Youth Allowances Regulations and reissued the regulations governing officers and crews on government ships.

In Ontario, regulations under the Pension Benefits Act lay down rules with respect to funding, solvency and investments of employee pension plans. Regulations governing radiological technicians were issued.

In British Columbia, the safety rules for boilers and pressure vessels were revised, and new regulations governing welding operations were issued.

### FEDERAL

#### Financial Administration Act

The regulations under the Financial Administration Act governing officers and crews on ships owned or chartered by the federal Government have been re-issued, with a few changes. Some new definitions were added and some existing definitions were expanded in order to clarify their meaning. Other new provisions deal with rations and quarters, payment of expenses on leave or on termination of employment, and casual employees.



The new regulations (SOR/64-270 and SOR/64-271) were gazetted on August 12, to take effect from July 1, 1964.

### **Youth Allowances Act**

The first regulations to be issued under the Youth Allowances Act were gazetted as SOR/64-284 on August 12.

This Act, which received Royal Assent on July 7, provides for the payment of allowances of \$10 a month to parents in respect of dependent youths between the ages of 16 and 18 years who are maintained by the parents and are attending school or university, or who are precluded from doing so by reason of disability. Payments are not automatic, and parents who live in a participating province must apply for the allowances in accordance with the regulations.

The Youth Allowances Regulations provide that an application for a youth allowance must be submitted on the prescribed form and forwarded to the Regional Director of Family Allowances for the province in which the applicant resides.

Among other powers, the Regional Director is given specific authority to require such additional information as is necessary to determine the eligibility of an applicant to receive the allowance as a parent, or the eligibility of a dependent youth.

## **PROVINCIAL**

### **B.C. Boiler and Pressure Vessel Act**

British Columbia has issued new regulations under the Boiler and Pressure Vessel Act respecting stationary engineers, which, among other matters, make some changes in operators' qualifications, provide for apprenticeship schemes, and set out new duties and responsibilities for owners and engineers. The new regulations were gazetted as B.C. Reg. 109/64 on June 25, replacing B.C. Reg. 464/59 (L.G. 1960, p. 374).

The regulations, as previously, provide for four classes of engineers' certificates and three classes of boiler operators' certificates. The basic qualifications that a candidate must have to be eligible for examination for each type of certificate are substantially the same as before. A wider range of alternative qualifications are now acceptable, however. A logging-donkey engineer's certificate will no longer be issued.

Requirements relating to the apprenticeship of stationary engineering candidates specify that an employer must obtain the approval of both the Chief Inspector and the Director of Apprenticeship before an apprenticeship scheme may be put into effect.

An apprentice engineer cannot be engaged unless he has acquired Grade 12 standing, or equivalent, in mathematics, chemistry, physics and English. The plant in which he is employed must be of at least 1,000 horsepower, the term of apprenticeship must be at least 48 months, and approved classroom or correspondence instruction must be included in his training. In addition, it must be possible for him to qualify for the fourth-class certificate at the end of the first year, the third-class certificate at the end of the second year, and the second-class certificate at the end of the fourth year.

Low-pressure steam plants of not more than 50 horsepower may now be operated for a period of eight hours without an operator in attendance, provided the premises are unoccupied and the prescribed precautionary measures are observed.

The chief engineer is now specifically held accountable to the chief inspector for the proper care and safe operation of boilers and machinery under his charge. He must also report to the chief inspector all accidents and casualties. In addition, he is required to report to the owner, and to an inspector, any defect that would endanger the safety of the boilers and machinery.

The chief engineer and shift engineer are now required to keep a record providing information with respect to repairs, testing and other prescribed matters.

### **British Columbia Fire Marshal Act**

Regulations governing welding and cutting operations, designed to prevent fires and explosions in connection with these types of work, have been issued under the British Columbia Fire Marshal Act, and were gazetted as B.C. Reg. 142/64 on August 6.

Every welder or fabricator is required to take adequate precautions to prevent fire and injury to other persons. He must remove all flammable material from the work area, and must provide incombustible shields or covers to protect combustible material that cannot be moved. Any container that has held any flammable liquid or gas must be steamed and ventilated before any welding or cutting is done on it. The welder or fabricator must check the welding equipment regularly to see that electrical connections and insulation in the holders and cables are in good condition, and must have any defects remedied at once.

Welding or cutting operations are prohibited within 35 feet of combustible construction, or openings in a floor, ceiling or wall, unless a fire-watcher is on guard while the work is being done and for 30

minutes afterwards, and an approved fire extinguisher is available.

Welding or cutting operations are forbidden where flammable liquids, vapours or gases are present.

### **The Ontario Pension Benefits Act, 1962-63**

In Ontario, the first regulations to be issued under the Pension Benefits Act, 1962-63 were gazetted as O. Reg. 201-64 on August 15.

Originally enacted in 1963 and amended this year, the Pension Benefits Act makes it mandatory to register all employee pension plans with the Ontario Pension Commission, irrespective of the number of employees covered. To qualify for registration, a pension plan must comply with the portability rules and certain other requirements laid down in the Act, and must also provide for funding in accordance with the solvency tests to be prescribed by regulation.

Among other matters, the regulations deal with applications for registration, funding, annual information returns and pension fund investments.

An application for registration of a pension plan must be on the prescribed form (Form 1).

To be accepted for registration, a pension plan must include a provision for funding that sets forth "the obligation of the employer to contribute both in respect of current service cost of the plan and in respect of any initial unfunded liabilities and experience deficiencies." (By "experience deficiency" is meant any deficit that is attributable to factors other than the existence of an initial unfunded liability or the failure of the employer to make any payment required under the plan or the legislation.)

The regulations state that every pension plan will be deemed to be solvent if it is fully or provisionally funded. (A fully funded pension plan is one that at any particular time has assets that will provide for the payment of all pension and other benefits required to be paid in respect of service rendered by employees, and former employees, prior to that time. A provisionally funded plan is one that at any particular time does not have assets sufficient to make it fully funded, but that has made provision for special payments sufficient to liquidate all initial unfunded liabilities or experience deficiencies.)

The regulations also lay down rules respecting the liquidation of past service liabilities and experience deficiencies.

Particulars of the financial operations of each registered pension plan must be included in the annual information return submitted to the Pension Commission. Every return must include:

(a) a report on the financial operations of the pension plan for the fiscal year showing the aggregate of the amounts paid to the pension plan for current services and the aggregate of the special payments paid to the pension plan;

(b) in the case of a non-insured plan or a plan operating on the segregated fund principle, a report showing by categories the amounts of the loans and investments of the assets of the pension plan; and

(c) a statistical report setting forth the membership position of the plan.

One of the provisions dealing with restrictions on pension fund investments and loans states that the funds of a pension fund may be invested and loaned only in investments and loans in which a company may invest and lend under subsections 1, 2, 5, 6 and 10 of section 63 of the Canadian and British Insurance Companies Act (Canada).

The funds of a pension plan may be invested, or loaned in investments or loans not authorized by this provision, including investments in real estate or leaseholds; subject to certain restrictions.

Another provision governing investments stipulates that not more than 10 per cent of the book value of the total assets of the pension fund may be invested in the assets of, or loaned to any one corporation, partnership, association, or person; including investment in shares, bonds, debentures, or other evidences of indebtedness, loans by way of mortgage or otherwise, and investment in real estate, plant or equipment.

Safeguards against conflict of interest are also included. The regulations provide that the funds of a pension plan must not be lent to,

(a) the wife or a child of the employer or, where the employer is a corporation, a director or officer of the corporation or his wife or child;

(b) a corporation of which more than one-half of the shares of the capital stock are owned by the wife or a child of the employer, or any combination thereof, or, where the employer is a corporation, by a director or officer of the employer corporation or his wife or child, or any combination thereof;

(c) an officer or employee of the fund or plan or an administrator or trustee of the fund or plan or an officer or employee of an administrator or trustee of the fund or plan or a union representing employees of the employer or an officer or employee of the union, or the wife or child of any of them; or

*(Continued on page 890)*



# Monthly Report on Operation of the Unemployment Insurance Act

*Number of claimants for unemployment insurance benefit at end of July was 14,000 smaller than total at end of July 1963. Number of initial claims down slightly from year ago*

Claimants for unemployment insurance benefit numbered 205,300 on July 31, compared with 201,900 on June 30, and 219,000 on July 31, 1963. The decline from a year ago was concentrated among males.

Males accounted for more than two-thirds of those coming on claim in July and still reporting at the end of the month. They made up only 57 per cent, however, of those on continuous claim five weeks or longer.

The prevalence of males among the July claims is due, in part, to the incidence of temporary layoffs, particularly among production employees in the automotive industry, and to annual holiday shutdowns.

### Initial and Renewal Claims

A total of 108,900 initial and renewal claims were filed during July. This is an increase of approximately 22,000 over the 86,800 in June but slightly under the 112,900 in July 1963. Approximately 90 per cent of these claims represented new cases of unemployment.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in July was 135,200 compared with 155,500 in June and 150,800 in July 1963.

Benefit payments amounted to \$14,100,000 in July, \$16,500,000 in June and \$15,500,000 in July 1963. The average weekly payment was \$23.67 for July, \$24.17 for June, and \$23.37 for July 1963.

### Insurance Registrations

On July 31, insurance books or contribution cards had been issued to 4,481,562

employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 338,682, an increase of 1,649 since June 30.

### Enforcement Statistics

During July 10,897 investigations were conducted by enforcement officers across Canada. Of these, 8,288 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 410 were miscellaneous investigations. The remaining 2,199 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 122 cases, 44 against employers and 78 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 669.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled \$30,367,926.63, compared with \$31,472,754.53 in June and \$31,811,728.95 in July 1963.

Benefits paid in July totalled \$14,085,931.99, compared with \$16,637,795.84 in June and \$15,506,193.60 in July 1963.

The *credit* balance of the Fund on July 31 was \$558,509.40. On June 30 there was a *debit* balance of \$15,723,485.24; on July 31, 1963, a *debit* balance of \$8,471,600.50.

\* These do not necessarily relate to the investigations conducted during this period.

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A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2372, June 23, 1964

**Summary of the Main Facts:** The claimant, single, 18 years of age, filed an initial application for unemployment insurance benefit on December 9, 1963. He had worked as a labourer for a cannery at a wage of \$1.32 an hour from June 24 to November 5, 1963, when he was laid off. On his application he said: "I am available for work only after 4 p.m. and weekends."

The local office commented that the claimant was still attending school and working night shifts at cannery.

The insurance officer disqualified the claimant and suspended benefit from December 8, 1963, on the ground that he had failed to prove he was available for work, as required by section 54(2)(a) of the Act, while attending a course of instruction to which he had not been directed by the Unemployment Insurance Commission. The insurance officer notified the claimant of the disqualification in a letter dated December 16, 1963.

Commenting on the decision, the insurance officer said: "The claimant had been working other than regular daytime hours in a seasonal industry in an area which now offers virtually no prospects of employment that he could perform and continue with his attendance at school."

The claimant appealed to a board of referees on December 17. He stated that he had worked at the cannery since the middle of June, had attended school until end of term, and after working a full summer, had returned to school on September 3.

I have attended regularly since then. Also between September 3 and end of October, when cannery closed, I worked 45 hours at least every week at the cannery, night shift. If the cannery opened now I could go to work, or if it had opened earlier I could have gone to work. When it re-opens in February, I will be recalled. If work is offered (night shift) I will take it now. I am available and have been since cannery closed. . . .

The insurance officer submitted that he gave consideration to the length of time between the claimant's layoff and the date of application and was of the opinion that this constituted a reasonable period in which the claimant had the opportunity of assessing the employment prospects within the limits of his restricted availability.

A board of referees heard the case on January 16, 1964. The claimant attended the hearing and gave evidence. The unanimous decision of the board of referees reads:

. . . The claimant explained that he was a member of a large family; that he was making an effort to secure for himself a good education; that he had been working for some time after school hours in order to earn money for this purpose.

The board feel that the claimant in this case should be highly commended for the effort he is putting forth in order to get himself an education. However, it has been held by the Umpire on many previous occasions that a claimant who is attending school on a full-time basis cannot be considered as available for work within the meaning of the Unemployment Insurance Act. The Unemployment Insurance Act does not entitle students to any preferred treatment. If an ordinary claimant restricted his or her availability to work to the same extent as this claimant is doing, whether or not he was going to school, his claim would not succeed.

In its decision the board upheld the indefinite disqualification imposed by the insurance officer under section 54(2)(a) of the Unemployment Insurance Act commencing December 8, and dismissed the appeal.

The claimant applied to the chairman of the board of referees on March 8, 1964 for leave to appeal to the Umpire. He said:

Well, I earned my stamps at [the cannery] by working night shift. I am available for work as much now as I was when the unemployment insurance was deducted from my cheques. On what grounds does the board of referees decide whether a person is qualified or disqualified for work?

During the summer months I *applied* for night shift because the pay was greater, it was cooler working and there was much overtime available for those interested. When school came, I continued on the same shift, 4.10 to 12.30, for another two months, when the cannery was closed down. It was the end of the season and everyone was laid off.

A man at the [UIC] office told me during the hearing that anyone working over 25 hours a week had to pay [unemployment insurance contributions]. Well then, why wasn't I able to obtain [benefits] under the same conditions. Or why wasn't my money refunded. . .

Could you please send me your reply as soon as possible and answer the following questions:

1. As the man at the hearing said that it is compulsory to deduct unemployment insurance from anyone that works 25 hours a week or more, and mind you I worked 45-53 hours a week regularly, what should I do when I return to work in June?

2. I have talked to a number of different garage station owners about jobs. They say that they receive their help through the unemployment office and yet the boys that get the



jobs are very often boys that did not apply for benefits. On my card I stated that I was willing, able and available for service station work, cannery or *any other* employment between 4.00 and 12.30.

Never once did I receive a call through the [NES] office and yet I have 3½ years experience where some of the boys getting the jobs have no experience. . .

Leave to appeal to the Umpire was granted to the claimant by the chairman of the board of referees on the following grounds:

In this case I consider there are extenuating circumstances and claimant has explained his position clearly. The arguments should in my opinion be judged and ruled on by the Umpire.

**Considerations and Conclusions:** "Availability for work" and "willingness to work" are not synonymous expressions.

According to the jurisprudence established by the Umpire in several decisions, the requirement of being available for work implies not only that a claimant is willing to work, but also that there is an appreciable demand in the labour market for the particular kind of work he has applied for. This is a question of fact.

In the present case, the record shows that the claimant is willing to work, but "only after 4 p.m. and week ends", and according to the evidence contained in the record, the area where the said claimant is prepared to accept employment "offers virtually no prospects of employment that he could perform and continue with his attendance at school".

As the record shows also that the claimant was given a reasonable period in which he "had the opportunity of assessing the employment prospects within the limits of his restricted availability", I see no reason to disturb the unanimous decision of the board of referees.

I consequently decide to dismiss the claimant's appeal.

## **Decision CUB 2375, June 23, 1964**

*(Translation)*

**Summary of the Main Facts:** The claimant filed a claim for benefit on November 25, 1963. He stated that he last worked as a mechanic for a paper corporation on Anticosti Island from April 16 to November 22, 1963 and that he stopped working because he was 65 and his employer did not offer year-round employment. In the confirmation of separation the employer stated: "Operations ended; no more work to offer him." The claim was allowed.

To a question on December 18 whether he would agree to work elsewhere, the claimant's answer was "No." The local office indicated that the paper corporation was the only employer on Anticosti Island.

The insurance officer declared the claimant to be disqualified from receiving benefit as of December 18, 1963, because he failed to prove he was available for work as required by section 54 (2)(a) of the Act since he was restricting his availability for work to his last employer, with whom the opportunities of employment were non-existent.

The claimant appealed to a board of referees. He stated among other things: "I am not restricting my availability to my last employer, but it happens that he is the only employer in our area at the present time."

The local office asked the claimant to explain fully that statement of availability, since he was not interested in working outside of Port Menier, where there is no possibility of obtaining employment, and especially as he had been put on retirement by the only employer on the Island. The claimant answered that he was not working only because there was no work.

The claimant's appeal was heard by the board of referees on March 5. The board decided that the claimant had proved he was available for work.

In his "Grounds of Appeal," the insurance officer commented that the board "seems to have based its decision on the following consideration: the claimant would be available for work, but there is no employer; Anticosti Island is a special region and it is obvious that the claimant will not be able to work if the only employer of that region does not hire him; therefore the claimant is not restricting his availability, but the locality itself is restricting the claimant's availability; to demand that he extend his availability outside of that special region would be asking him to expatriate himself . . ."

The insurance officer's grounds of appeal are:

The board of referees erred in deciding that the claimant proved his availability for work, although there is no possibility of employment for him in the area where he is restricting his availability.

The Unemployment Insurance Act requires that a claimant be available for work. The concept of availability requires that a claimant be available for work of a kind which he can reasonably obtain and, correlatively, that he be available in a locality where the likelihood for him to find work is reasonably good (CUB 1409).

*(Continued on page 902)*

# Monthly Report of Placement Operations of the National Employment Service

*Placements by NES local offices in August totalled 111,400, slightly below number in August last year. But placements reported in July were 7.7 per cent more than in July 1963*

During August 1964, local offices of the National Employment Service reported 111,400 placements. This represented a slight decline (0.4 per cent) from the total in August 1963 and reflected, in part, a smaller number of working days and the late development of certain crops this year.

During July, placements reported by NES local offices amounted to 123,800. This was 7.7 per cent more than in July 1963 and the second highest figure for this month since 1945.

The regional distribution of placements in July and August, and the percentage change from a year earlier were:

	August	Change from Aug. 1963	July	Change from July 1963
		%		%
Atlantic.....	6,800	+0.6	7,500	+8.3
Quebec.....	23,800	-8.8	27,700	+4.3
Ontario.....	40,300	+4.7	40,200	+3.8
Prairie.....	17,200	-3.6	23,000	+8.5
Pacific.....	23,300	+2.7	25,500	+18.0
<b>*Canada.....</b>	<b>111,400</b>	<b>-0.4</b>	<b>123,800</b>	<b>+7.7</b>

At the end of August, the cumulative total for the first eight months was 773,300, which was 4.4 per cent above that for the first eight months in 1963. With the exception of 1962, it was the largest eight-month total since 1945. At the end of July, the seven-month total was 661,900, or 5.3 per cent above the comparable total in 1963;

this was the second highest figure since 1945 and represented an increase of almost 10 per cent over the January-July average for the previous five years.

The regional distribution of cumulative eight-month and seven-month totals and the percentage change from 1963 were:

	8 Months 1964	Change from 1963	7 Months 1964	Change from 1963
		%		%
Atlantic.....	54,800	+10.1	47,900	+11.5
Quebec.....	213,700	+4.3	189,900	+6.2
Ontario.....	262,400	+1.5	222,100	+1.0
Prairie.....	140,200	+7.6	123,000	+9.4
Pacific.....	102,200	+5.2	79,000	+5.9
<b>*Canada.....</b>	<b>773,300</b>	<b>+4.4</b>	<b>661,900</b>	<b>+5.3</b>

Placements of males fell below those of last August by a narrow margin (1.4 per cent), thus halting the year-to-year increase recorded in six of the previous seven months. Regular placements (those in positions of more than six days duration and not involving the transfer of workers between local office areas) numbered 43,500, or 1.7 per cent more than in August last year. The decrease, then, was concentrated in casual placements, which decreased in all regions

except Ontario, and particularly among agricultural workers in Quebec.

The total of male placements in July was 81,600 and of these, 47,500 were regular. Comparable figures in July 1963 were 73,600 and 41,500.

The regional distribution of male placements in August and July with the percentage change from comparable months in 1963 was:

\* Imbalances in national totals or regional cumulative totals are due to rounding.



—	August	Change from Aug. 1963	July	Change from July 1963
		%		%
Atlantic.....	300	-3.4	400	+4.1
Quebec.....	1,600	+9.4	1,700	+35.7
Ontario.....	2,100	+31.9	1,800	-9.2
Prairie.....	400	-2.6	500	-28.1
Pacific.....	400	+41.4	500	+41.6
<b>*Canada.....</b>	<b>4,700</b>	<b>+18.4</b>	<b>4,900</b>	<b>+5.5</b>

Placements of women in August numbered 41,500 compared with 41,000 in August a year ago. As in the preceding month, the increase was accounted for by regular placements, which rose 7.4 per cent above the 27,300 recorded in August 1963. Placements of women totalled 42,200 in July, an increase of 2.0 per cent over the same

month in 1963. The entire increase was in the regular category, which numbered 28,700 compared with 25,300 in July last year.

The regional distribution of female placements in August and July with the percentage change from comparable months in 1963 was:

—	August	Change from Aug. 1963	July	Change from July 1963	8 Months 1964	Change from 1963	7 Months 1964	Change from 1963
		%		%		%		%
Atlantic.....	4,200	+0.8	5,000	+12.7	37,400	+10.0	23,200	+11.3
Quebec.....	16,200	-11.3	19,600	+4.0	154,200	+7.7	137,900	+10.5
Ontario.....	24,900	+7.1	26,300	+11.6	173,000	+4.3	148,000	+3.9
Prairie.....	12,000	-5.0	16,400	+7.4	97,600	+9.8	85,600	+12.2
Pacific.....	12,500	+0.3	14,200	+25.1	60,900	+7.1	48,400	+9.0
<b>*Canada.....</b>	<b>69,900</b>	<b>-1.4</b>	<b>81,600</b>	<b>+10.9</b>	<b>523,100</b>	<b>+7.0</b>	<b>453,200</b>	<b>+8.5</b>

Some 4,700 of the August placements required the movement of workers from one local office area to another, an increase of 700 over the number in August 1963. The proportion of total placements represented by these transactions rose from 3.5 per cent to 4.2 per cent. During July, placements involving the movement of workers from one area to another amounted to 4,900. This was an increase of 5.5 per cent over the total in July 1963 but as a proportion of all placements (4.0 per cent) there was no change from the previous year.

Transfers of men in August outnumbered those of women by more than 2 to 1 and were responsible for the large year-to-year increase in the Quebec and Pacific regions. In contrast, movements of women workers were concentrated in the Ontario region. Males accounted for 3,800 of the July transfers. Of the 1,100 among the females, 750 were in the Ontario region.

The regional distribution of these "transfers-out" in August and July, and the percentage change from the comparable months last year, was:

—	August	Change from Aug. 1963	July	Change from July 1963	8 Months 1964	Change from 1963	7 Months 1964	Change from 1963
		%		%		%		%
Atlantic.....	2,600	+0.3	2,500	+0.3	17,400	+10.2	14,800	+12.2
Quebec.....	7,600	-2.9	8,100	+4.9	59,600	-3.8	52,000	-3.9
Ontario.....	15,300	+1.0	13,900	-8.3	89,400	-3.5	74,100	-4.3
Prairie.....	5,200	-0.3	6,500	+11.4	42,500	+3.0	37,400	+3.5
Pacific.....	10,800	+5.7	11,200	+10.0	41,400	+2.5	30,600	+1.4
<b>*Canada.....</b>	<b>41,500</b>	<b>+1.2</b>	<b>42,200</b>	<b>+2.0</b>	<b>250,300</b>	<b>-0.7</b>	<b>208,700</b>	<b>-1.0</b>

Vacancies notified by employers to National Employment Service offices numbered 143,300 in August, an increase of 1,100 over the number in August 1963, and 2.5 per cent above the average for the month

during the previous five years. Vacancies in July numbered 150,600, an increase of 9.7 per cent from the figure in July 1963.

(Continued on page 902)

\* Imbalances in national totals or regional cumulative totals are due to rounding.

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in August

#### Works of Construction, Remodelling, Repair or Demolition

During August, the Department of Labour prepared 234 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 252 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 230 contracts not listed in this report, which contained the General Fair Wages Clause, were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	118	\$855,252.00
Post Office .....	3	81,237.00
Royal Canadian Mounted Police .....	20	116,359.12

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

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The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.



(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in August

During August, the sum of \$5,742.61 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 223 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in August

### DEPARTMENT OF AGRICULTURE

*Ottawa Ont:* J R Statham Construction Ltd, alterations & additions to Mowat barn, Animal Research Institute. *Winnipeg Man:* Keewatin Electric Ltd, alterations & additions to electrical wiring system, laboratory bldg annex & greenhouses, Research Station.

### ATOMIC ENERGY OF CANADA LIMITED

*Chalk River Ont:* Edward Biederman, painting of Bldg No 150. *Deep River & Chalk River Ont:* Smith Construction Ltd, paving of various areas. *Whiteshell Man:* G M Gest Contractors Ltd, supply & installation of mechanical & electrical process equipment, etc, WR-1 Reactor, NRE.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Gander Nfld:* M & T Construction Co Ltd, site improvement of specified areas. *Montreal Que:* Metro Industries Co Ltd, repairs to heating systems, Terrasse Belleville. *Rouyn Que:* H Trepanier, exterior painting of rental housing project. *Sept Iles Que:* Sept Iles Decoration, exterior painting of rental units, Les Habitations Basques Project. *Windsor Ont:* Eastern Painting & Decorating Co, exterior painting of units, rental housing project (12/48).

In addition, this Corporation awarded 15 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Eskasoni Indian Agency N S:* Municipal Ready Mix Ltd, reconstruction & paving of roads, Sydney Reserve No 28. *Bruce Indian Agency Ont:* Atco Industries Ltd (Alta Trailer Co 1961 Ltd), supply & erection of schools, Saugeen IR. *Fort Frances Indian Agency Ont:* Towland Construction Ltd, construction of paved asphalt surfaces, etc, Fort Frances IRS. *Kenora Indian Agency Ont:* Clow Darling Plumbing & Heating Co Ltd, alterations to Cecilia Jeffrey IRS. *Clandeboyne Indian Agency Man:* Wm Oneschuk, construction of timber pile bridge, Alexander IR. *Norway House Indian Agency Man:* Sasaki & Associates Ltd, supply & installation of dishwashing unit, Cross Lake IRS; Sasaki & Associates Ltd, installation of dishwashing unit, Norway House IRS; Hudson Bay Plumbing Co Ltd, installation of water heater, etc, Norway House IRS. *Portage la Prairie Indian Agency Man:* E C Higgins & Sons Contractors Ltd, alterations & additions to Brandon IRS (Phase I). *Duck Lake Indian Agency Sask:* Rosthern Sand & Gravel Ltd, supply, hauling & spreading of gravel on road, Beady IRs Nos 96 & 97; Comeau Construction Co Ltd, reconstruction of road, Beady IRs Nos 96 & 97; Berg's Plumbing & Heating, plumbing & sewage revisions, Duck Lake IRS. *Meadow Lake Indian Agency Sask:* Gullickson & Benson Building Contractors, construction of classroom addition, power house & residence, Waterhen Lake. *Blood Indian Agency Alta:* Western Pump & Pipe Supply, supply & installation of artificial ice equipment, Blood IR; Weston Bros, miscellaneous repairs & painting, Standoff IDS. *Fort Vermilion Indian Agency Alta:* Bokor Drywall & Painting Ltd, interior painting, Assumption IRS. *Lytton Indian Agency B C:* B A Blacktop Ltd, asphalt paving, St George's IRS. *Stuart Lake Indian Agency B C:* Mike's Roofing & Insulation Ltd, reroofing & associated work, Lejac IRS. *Williams Lake Indian Agency B C:* T W P Thompson Construction Ltd, alterations & repairs, Redstone IDS.

## DEFENCE CONSTRUCTION (1951) LIMITED

*Dartmouth N S:* Dartmouth Asphalt Co Ltd, asphalt repairs to runways & taxiways, HMCS *Shearwater*. *Greenwood N S:* Diamond Construction (1961) Ltd, repairs to runway 13-31, RCAF Station; Municipal Spraying & Contracting Ltd, road repairs, RCAF Station. *Halifax N S:* Always Maintenance Construction Ltd, reroofing of Bldgs Nos 6 & 7, Willow Park. *Camp Gagetown N B:* Morin & Plante Co Ltd, reroofing of barrack block; Diamond Construction (1961) Ltd, resurfacing parade square. *Chatham N B:* Delphis Cote Ltd, reroofing of bldgs, RCAF Station; North Shore Construction Ltd, resurfacing of roads, RCAF Station. *Bagotville Que:* Pic Construction Co Ltd, repairs to aircraft buttons, RCAF Station. *Quebec Que:* Vapbec Inc, improvements to ventilation & exhaust systems, La Citadelle. *Ste Catherine Que:* Antonio Sevigny, construction of security fencing. *St Jean Que:* Planned Renovators Ltd, painting of bldgs, RCAF Station. *Valcartier Que:* Conniston Construction Co Ltd, construction of nursery & planting of trees, Camp. *Camp Borden Ont:* Viking Automatic Sprinkler (Canada) Ltd, supply & installation of sprinkler system. *Kingston Ont:* M Sullivan & Son Ltd, construction of dormitory bldg, RMC; John Colford Contracting Co Ltd, replacement of boilers, etc, "J" Block. *Oakville Ont:* Gazzola Paving Ltd, asphalt paving, Surrey Park. *Picton Ont:* Walter F MacCormack, exterior painting of PMQs. *Trenton Ont:* H J Gascoigne Ltd, reroofing of hangar No 2, RCAF Station; Hugh Murray Ltd, alterations to bldg at transmitter site, RCAF Station; H J McFarland Construction Co Ltd, rebuilding of taxiway, RCAF Station. *Uplands Ont:* Malach Roofing & Flooring Ltd, reroofing of hangars, RCAF Station. *Gimli Man:* Tallman Construction Co Ltd, runway drainage, RCAF Station. *Portage la Prairie Man:* Hay Decorating Co Ltd, exterior painting of steelox married quarters; McEwen Bros Ltd, landscaping of runway overshoot areas, RCAF Station. *Rivers Man:* Tallman Construction Co Ltd, repair & extension of aircraft parking apron. *Shilo Man:* Zenith Paving Ltd, asphalt paving, Camp. *Winnipeg Man:* Safeway Electric Co Ltd, supply & installation of electric motors on boilers, Fort Osborne Barracks. *Calgary Alta:* Taylor Decorating Ltd, exterior painting of PMQs, Camp Sarcee. *Edmonton Alta:* A Clark Roofing (1961) Ltd, reroofing of bldgs. *Masset B C:* Granby Construction & Equipment Ltd, construction of access road & site preparation, RCN Radio Station.

## DEPARTMENT OF DEFENCE PRODUCTION

*Summerside P E I:* Oliver Bernard, interior painting of barrack block No 52, RCAF Station. *Aldershot N S:* Mid-Valley Construction Co Ltd, replacement of exterior doors on 89 bldgs, Camp. *Cornwallis N S:* Acadia Construction Ltd, repairs & asphalt surface treatment of parade square, HMCS *Cornwallis*. *Greenwood N S:* Municipal Spraying & Contracting Ltd, crack sealing asphalt surfaces of runway 09-27 & north taxiway, RCAF Station. *Halifax N S:* Heating & Air Conditioning Co Ltd, lining walls & ceilings of three refrigerators, Bldg No 60, Windsor Park; Northern Roofing & Metal Workers (1961) Ltd, renewal &/or repair to roofs & flashings on various bldgs, HMC Dockyard. *Shearwater N S:* Twin City Steeplejack & Building Maintenance Co, exterior painting of garages, PMQs, RCN Air Station; Twin City Steeplejack & Building Maintenance Co, exterior painting of 53 PMQs, RCN Air Station. *Moncton N B:* A N Clarke & Son Ltd, exterior painting of various bldgs, HMCS *Coverdale*. *La Macaza Que:* F Blaschke Painting Co, repainting exterior of shelters, RCAF Station. *Montreal Que:* Johnston Wire Products Ltd, supply & installation of security screens, Longue Pointe Depot. *St Jean Que:* Andre Mercier, painting of RCAF bldg. *Ste Therese Que:* Canadian Erectors Ltd, general repairs to two boilers, coal handling equipment & boiler feed pumps, Bouchard Military Camp. *Barriefield Ont:* Eastern Ontario Terrazzo & Tile Co Ltd, replacement of sidewalks & curbs, Vimy Camp. *Centralia Ont:* Riverside Construction Co Ltd, resurfacing of parking lot, RCAF Station; R E Saunders Plumbing & Heating, replacing condensate return lines, RCAF Station. *Kingston Ont:* Amherst Painting & Decorating, repainting interior of barrack block, Bldg No B-2, Vimy Barracks; Canadian Shipbuilding & Engineering Ltd (Kingston Shipyards Division), repair & replacement of piping on steam distribution system; Canadian Shipbuilding & Engineering Ltd (Kingston Shipyards Division), repairs to underground steam distribution system; Joice-Sweator Electric Ltd, rewiring & replacing receptacle outlets & power panels, Vimy Barracks; L M Welter Ltd, installation of subgrade drainage, Barriefield Camp. *Lindsay Ont:* Wm Kuypers, recovering Armoury roof. *Oakville Ont:* C M Newman Construction Ltd, modification of coal bunker to stand by generator room in heating plant bldg 1A, Ortona Barracks. *Ottawa Ont:* King Contractors, repainting exterior of 10 bldgs, vehicle proving grounds. *Picton Ont:* H J McFarland Construction Co Ltd,



surface treatment of gravel roads; H J McFarland Construction Co Ltd, repair & patching of asphalt road surfaces, Camp. *St Thomas Ont*: Cardinal Painting & Decorating Co Ltd, general maintenance, Armoury. *Toronto Ont*: Lux Painting Co, interior painting of Bldg No 10 & exterior painting of Bldgs Nos 14 & 15, RCAF Detachment, 1107 Avenue Road. *Trenton Ont*: Walter F MacCormack, interior painting of Bldg No 130, Air Chief Marshall Breadner School, RCAF Station; John Ter Haar, exterior painting of 110 housing units, Middleton Park. *Beausejour Man*: McEwen Bros Ltd, placing of black top & sod, RCAF Station. *Winnipeg Man*: Oswald Decorating Co, exterior painting of various bldgs, Fort Osborne Barracks; E W Radeke Decorating, interior painting of bldgs, Fort Osborne Barracks. *Dundurn Sask*: W J English & Co Ltd, repairing built-up roofing on various bldgs, Military Camp. *Estevan Sask*: Clark Roofing (Sask) Ltd, repairs to built-up roofing on drill hall, Airport. *Moose Jaw Sask*: Moose Jaw Heating & Plumbing Co, roofing repairs, RCAF Station. *Calgary Alta*: Bow Welding Ltd, repair & retubing of boilers, Currie Barracks; M & S Paving Ltd, construction of parking lot, Currie Barracks. *Cold Lake Alta*: J Mason & Sons Ltd, repainting exterior of arch roof surface of hangars, RCAF Station. *Lancaster Park Alta*: Martin's Waterproofing, waterproofing basement perimeters of PMQs, RCAF Station. *Albert Head B C*: Plaza Paint Pot, interior painting of bldgs, Military Camp. *Victoria B C*: Hume & Rumble Ltd, relocation of substation "G", HMCS *Naden*; Victoria Paving Co Ltd, repairs to roads & drainage, Patricia Bay.

In addition, this Department awarded 85 contracts containing the General Fair Wages Clause.

#### NATIONAL CAPITAL COMMISSION

*Ottawa Ont*: L J Corkery Ltd, construction of Ottawa River Parkway from Sliddel Street to Prince of Wales Bridge; H J McFarland Construction Co Ltd, bituminous paving, Ottawa River Parkway; Alf Grodde Ltd, painting of main span, Champlain bridge.

#### NATIONAL HARBOURS BOARD

*Halifax N S*: Standard Paving Maritime Ltd, construction of sewer line & paving centre area, Pier B; Simon-Day Ltd, installation of dust control & signal systems, grain elevator; Standard Paving Maritime Ltd, paving areas of Ocean Terminals. *Montreal Que*: G M Gest Contractors Ltd, installation of electrical substation, etc, for new wharf, Section 56-E. *Vancouver B C*: Scotland & Adamson Paving Ltd, repaving & drainage, Commissioner Street.

#### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Terra Nova National Park Nfld*: Cletus White, painting of guide rail on Trans-Canada Highway. *Prince Edward Island National Park P E I*: Robert J Petrie Construction Ltd, construction of various bldgs. *Fort Amherst National Historic Park P E I*: Fontaine Nursery Farms Ltd, tree planting. *Cape Breton Highlands National Park N S*: M R Chappell Ltd, construction of toilet bldg in Black Brook picnic area. *Banff National Park Alta*: Burns & Dutton Construction (1962) Ltd, construction of campground at Two Jack Lake; Burns & Dutton Construction (1962) Ltd, construction of watermain, storm & sanitary sewer system (Phase 2), Lower Lake Louise Development. *Yoho National Park B C*: Camson Construction Ltd, crushing, screening & stockpiling gravel.

#### POST OFFICE DEPARTMENT

This Department awarded 45 contracts containing the General Fair Wages Clause.

#### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Moonbeam Ont*: Val d'Or Construction Co Ltd, construction of water & sewer system, etc. *Toronto Township Ont*: Bandiera & Sons Ltd, construction of sanitary collector sewer on Dundas Hwy, from Dixie Road to Wharton Way; Ture Anderson Construction Co Ltd, construction of trunk sewer on Orano Ave from Canterbury Road to easterly end of Orano Ave.

#### DEPARTMENT OF PUBLIC WORKS

*Port Hope Simpson (Labr) Nfld*: Diamond Construction (1961) Ltd, construction of wharf. *Calvert Nfld*: Glen Construction Co Ltd, wharf repairs. *Cape Freels South Nfld*: Babb Construction Ltd, wharf replacement. *Catalina Nfld*: Modern Construction Ltd,

wharf approach repairs. *Change Islands Nfld*: Twillingate Engineering & Construction Co Ltd, construction of wharf. *Charleston Nfld*: Glen Construction Co Ltd, construction of wharf. *Cow Head Nfld*: James E Shears, breakwater repairs. *Eddies Cove West Nfld*: James E Shears, breakwater repairs. *Margaree Nfld*: W L B Construction Ltd, construction of breakwater wharf. *Moreton's Harbour Nfld*: Guy H Eveleigh, construction of community stage wharf. *St Phillips Nfld*: Babb Construction Ltd, breakwater reconstruction. *Terra Nova National Park Nfld*: Thompson Construction (Chemong) Ltd, grading, culverts & base course for Sandy Pond Development. *New London P E I*: Northumberland Construction Ltd, breakwater repairs. *Robinson's Island P E I*: Edward MacCallum, construction of protection works. *Arichat N S*: Colin R MacDonald Ltd, wharf repairs. *Cheticamp Beach N S*: Stanley Reid, construction of marine slip. *Fox Island N S*: E K Potter Ltd & Wagner Construction, harbour improvements. *George's Island N S*: R A Douglas Ltd, construction of shore protection. *Halifax N S*: Central Electric, rewiring & relighting, federal bldg, Bedford Row; Cambrian Construction Ltd, construction of office bldg (Sir John Thomson). *Larry's River N S*: Colin R MacDonald Ltd, breakwater repairs. *Little Judique Harbour N S*: Albert MacDonald, breakwater repairs. *Louisburg N S*: Maritime Builders Ltd, wharf repairs. *Port Hood N S*: Colin R MacDonald Ltd, wharf repairs. *Swim's Point N S*: Shelburne Contracting Ltd, wharf repairs. *Tiverton N S*: Clare Construction Co Ltd, wharf repairs. *Trout Cove N S*: E K Potter Ltd, harbour improvements. *Alma N B*: Galbraith Construction Ltd, sea wall repairs, Fundy National Park. *Black's Harbour N S*: Leo Leblanc, wharf reconstruction. *Cap Bateau N B*: Comeau & Savoie Construction Ltd, construction of haulup. *Escuminac N B*: Lloyd Construction Co Ltd, construction of protection works. *Little Shippegan N B*: Comeau & Savoie Construction Ltd, wharf repairs. *Pigeon Hill N B*: Comeau & Savoie Construction Ltd, construction of haul-up. *Pointe au Chene N B*: Diamond Construction (1961) Ltd, wharf repairs. *Anse au Beaufils Que*: Shickshock Enterprises Ltd, harbour repairs. *Bonaventure Que*: Bert Dimock, construction of retaining wall. *Cloridorme Que*: Yvon Huet, wharf repairs. *La Pocatiere Que*: Paul Malenfant, construction of post office bldg. *La Sarre Que*: L D Pilon Inc, replacement of heating boiler, federal bldg. *Les Escoumins Que*: La Fonderie de Lauzon Ltee, wharf improvements (ferry facilities). *Marsoui Que*: Reginald Gasse, wharf repairs. *Matapedia Que*: Theodose Pelletier, construction of protection works. *Phillipsburgh Que*: P Baillargeon Ltd, ground improvements, paving, etc, Customs & Immigration & warehouse bldgs. *Quebec Que*: Pare & Lapointe Inc, alterations to granite steps, The Terrace Citadel. *Riviere au Renard Que*: Clement Dumaresq, construction of protection works (Le Banc's property). *Ste-Anne-des-Monts Que*: Entreprises Mont Sterling Inc, reconstruction of protection wall. *St Augustin (Plage Saint-Laurent) Que*: Paul Emile Alain, construction of protection wall. *St. Roch sur Richelieu Que*: Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall. *Sept Iles Que*: Les Constructions du St Laurent Ltee, construction of protection works (Project "C"); H J O'Connell Ltd, harbour repairs & improvements to various wharves. *Stanhope Que*: Luigi Massariol, repairs to Customs & Immigration Bldg. *Varennes Que*: Gaston Dalpe, construction of retaining wall. *Vercheres Que*: Calixte Pigeon & Louis Provost, construction of retaining wall. *Dryden Ont*: Saville Construction Co Ltd, construction of federal bldg. *Gananoque Ont*: Jean Paul Richard Construction, wharf repairs. *Islington, Toronto & Scarborough Ont*: Atlas Building Maintenance Ltd, interior cleaning of postal stations. *Kingston Ont*: Canadian Dredge & Dock Co Ltd, reconstruction of east guide pier, La Salle Causeway. *Kitchener Ont*: Gordon A MacEachern Ltd, interior cleaning, New Postal Terminal Bldg, Gaukel Street. *Leamington Ont*: Dean Construction Co Ltd, construction of rubble stone protection. *Ottawa Ont*: A Lanctot Construction Ltd, painting, Centre Block, Parliament Bldgs; Queensway Painting & Decorating, interior redecoration, Veterans' Memorial Bldg (East), Wellington Street; Andrews Bros Construction (Ottawa) Ltd, construction of public washrooms, West Block; Universal Painters Ltd, interior painting, Daly Bldg; L Beaudoin Construction Ltd, alterations & repairs, Rideau Hall; Coady Construction Ltd, addition & alterations, Kaladar Bldg; Andrews Bros Construction (Ottawa) Ltd, alterations to growth chambers, K W Neatby Bldg, CEF; Pillar Construction Ltd, alterations to Food Processing Laboratory, Horticulture Bldg, CEF; A Lanctot Construction Co, alterations to metal partitions, Mines & Technical Surveys Administration Bldg, 588 Booth Street; Oakes Mechanical Contracting Co Ltd, installation of air conditioning system, Jackson Bldg; Billie Construction Co Ltd, grading & paving of lots, RCMP Headquarters, Alta Vista Drive. *Ottawa Ont & Hull Que*: Latulippe Bros, removal of ashes from central heating plants. *Peterborough Ont*: H A Russell & Sedore Ltd, ceiling repairs & alterations, federal bldg. *Port Elgin Ont*: Geo L Dillon Construction Co Ltd, repairs to south breakwater.



*Sarnia Ont:* Con-Eng Contractors Ltd, construction of warehouse. *Welland Ont:* Master Painters & Decorators, painting, federal bldg. *Whitefish Falls Ont:* Chisnell-Ganton Ltd, wharf repairs. *Windsor Ont:* Gordon A MacEachern Ltd, cleaning UIC Bldg, 441 University Avenue. *Arborg Man:* Dauphin Fixtures Ltd, construction of federal bldg. *Norway House Man:* F W Sawatzky Ltd, boiler conversion & fire pump, National Health & Welfare Hospital; Gertz Construction Ltd, construction of pumphouse, water supply & sewage disposal system, RCMP married quarters; F W Sawatzky Ltd, construction of post office bldg. *Prince Albert Sask:* Thorpe Bros Ltd, reroofing & repairs to east & south wings of cell block, Prince Albert Penitentiary. *Calgary Alta:* Befus Construction Ltd, alterations to first floor, Northern Electric Bldg. *Coaldale Alta:* Getkate Masonry Construction Ltd, construction of post office bldg. *Cold Lake Alta:* Valere's Construction Co Ltd, wharf repairs. *Edmonton Alta:* McNamara Construction Western Ltd, construction of Charles Camsell Hospital. *Lacombe Alta:* Alta-West Construction Ltd, construction of piggery. *Olds Alta:* Engineered Buildings (Calgary) Ltd, construction of RCMP detachment quarters. *Vulcan Alta:* Jason Construction Ltd, construction of post office bldg. *Burns Lake B C:* Bergen Construction Co Ltd, construction of federal bldg. *Dodge Cove B C:* Skeena River Piledriving Co Ltd, float renewal. *Fort St James B C:* Canwest Construction Co Ltd, construction of RCMP married quarters. *Gibsons Landing B C:* Pacific Piledriving Co Ltd, wharf & float repairs. *Glacier National Park B C:* Astra Construction Co Ltd, construction of avalanche defences, Mile 4.6, TCH. *Hopkins Landing B C:* Greenlees Piledriving Co Ltd, wharf & float reconstruction. *Tahsis B C:* Greenlees Piledriving Co Ltd, construction of wharf. *Victoria B C:* Excelsior Building Maintenance Ltd, interior cleaning of tented bldg for UIC; Canadian Building Maintenance Ltd, interior cleaning, Custom House, 816 Government Street. *Bell Rock N W T:* Territorial Expeditors Ltd, wharf repairs. *Inuvik N W T:* J Mason & Sons Ltd, painting & redecoration of various federal housing units. *Alaska Highway Y T:* Dawson Construction (Northern) Ltd, repaving entrance roads to Camp Takhini; Dawson Construction (Northern) Ltd, repaving of Camp Takhini. *Old Crow Y T:* Fuller & Knowles Co Ltd, installation of plumbing system, RCMP detachment quarters.

In addition, this Department awarded 70 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*Allanburg & Welland Ont:* R D McCollum Ltd, painting of structural steel members, Bridges Nos 11 & 13, Welland Canal.

#### DEPARTMENT OF TRANSPORT

*Wabush (Labr) Nfld:* Richard & B A Ryan (1958) Ltd, paving of runway, taxiway & apron, Airport. *Deer Lake Nfld:* Nordbec Construction, Inc, installation of lights for runway 07-25 & related work. *Pointe Ferrole Nfld:* Maritime Builders Ltd, construction of dwellings & storage sheds & demolition of dwelling & boathouse. *St John's Nfld:* Mathews Conveyor Co Ltd, revisions to baggage handling facilities. *Sydney N S:* Power Installations (Sarnia) Ltd, construction of remote transmitter bldg, etc. *Dorval Que:* The Highway Paving Co Ltd, repairs to aircraft parking area, Montreal International Airport. *Quebec Que:* The St Lawrence Construction, Ltd, renovations to water distribution system, Airport. *Earlton Ont:* Timmins Electric Ltd, replacement of light poles, Airport. *London Ont:* Towland Construction Ltd, construction of car park & entrance road, Airport. *Sault Ste Marie Ont:* E Osis & Co Ltd, landscaping approach to runway 04. *near Smith Falls Ont:* Code Construction Co Ltd, construction of fixed bridge over Rideau River at Kilmarnock. *Timmins Ont:* E Minard Co Ltd, paving apron & access road. *Windsor Ont:* Woollatt Construction Ltd, increasing meter parking area & surfacing of roads. *Calgary Alta:* McCormick Electric Ltd, installation of identification lights, etc, Municipal Airport. *Edmonton Alta:* Alberta Concrete Products Co Ltd, development of air cargo area & related work, International Airport. *Grande Prairie Alta:* Arthur A Voice Construction Co Ltd, replacement of sewer mains & related work, Airport. *Fort Nelson B C:* Steidel Painting, painting of various dwellings & bldgs, Airport. *Fort St John B C:* Freddie's Painting, interior painting of various dwellings & bldgs, Airport. *Kains Island B C:* Johnson Construction, construction of dwelling. *Kelowna B C:* Leebilt General Contractors Ltd, construction of non-directional beacon bldgs & related work. *Quesnel B C:* R A Roland, painting of airport bldgs. *Sidney B C:* Acme Painters & Decorators, painting of bldgs, Victoria International Airport. *Tofino B C:* Tom Gibson & Sons Ltd, construction of floats & repairs to approach, Clayoquot Lifeboat

Station. *Vancouver B C*: J A Gebert Ltd, installation of ventilation system & related work. *Cambridge Bay N W T*: D L Guthrie Construction, renovations to transient centre & related work. *Yellowknife N W T*: Bert Langenham, cleaning Air Terminal Bldg, Airport; Solar Construction Co Ltd, landscaping, lighting of entrance road & car parking areas, Air Terminal Bldg, Airport.

In addition, this Department awarded 15 contracts containing the General Fair Wages Clause.

## Decisions of the Umpire

*(Continued from page 893)*

In this case the claimant has stated that he was not available for work outside Anticosti Island. He admitted that his last employer was the only one on the Island and that he had no work to offer him. The employer confirmed that he had no work to offer the claimant. The board of referees also admitted there was no work for the claimant on the Island. In similar cases the Umpire has decided that a claimant did not prove he was available for work, since he was restricting his availability to a locality where there was practically no possibility of finding employment (CUBs 748, 1409 and 2092). Moreover, the Umpire stated that the "time" or "reasonable interval" factor has very little importance when there is virtually no employment in the area where a claimant restricts his availability (CUB 1409), and that a claimant does not prove he is available if he restricts his availability to work for which there is no demand at that time (CUB 2166).

**Considerations and Conclusions:** The conclusions of the board of referees are clearly contrary to the jurisprudence established by the Umpire in several decisions and, among others, in those on which the insurance officer based his grounds of appeal.

In view of the foregoing, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

I wish to add that even if, for a person who lives permanently in a region like that of the claimant and who refuses to go and work elsewhere, there is no hope of obtaining benefits; whatever the number of contributions, the Unemployment Insurance Act has no remedial provisions.

## Recent Regulations

*(Continued from page 890)*

(d) the wife or child of an employee of the employer or an employee of the employer except on the security of a mortgage on residential real estate.

Every employer must arrange for a review of his plan every five years by an actuary, accountant, or a qualified officer of the insurance or trust company administering the plan or of the Annuities Branch, Department of Labour (Canada), depending upon the type of plan. The person reviewing the pension plan must prepare a report containing the information specified in the regulations, which the employer must file with the Pension Commission.

### Ontario Radiological Technicians Act

Ontario proclaimed in force on August 1 the Radiological Technicians Act, 1962-63, which provides for the establishment of a governing board for medical radiological technicians and for a system of registration. On the same date, O. Reg. 185/64, the first general regulations issued under the Act, came into operation.

Among other matters, the regulations set out educational requirements for admission to courses of training in Diagnostic Radiological Technique and in Therapeutic Radiological Technique, specify the content of courses, and provide for the examination of candidates and the registration of qualified radiological technicians.

## Monthly Report of Placement Operations

*(Continued from page 895)*

Vacancies for men numbered 86,900 in August, a decrease of 0.4 per cent from the previous August, although increases ranging up to 5.2 per cent were recorded in the Ontario, Prairie and Pacific regions. During July, 97,600 job openings for men were

recorded, which was an increase of 12.4 per cent over the July 1963 figure.

Vacancies for female workers in August numbered 56,400, an increase of 2.6 per cent over the same month last year. There was a moderate increase in the demand for female labour in all regions except Quebec.



## PRICE INDEX

### Consumer Price Index, September 1964

The consumer price index (1949=100) declined 0.4 per cent to 135.6 in September from 136.1 in August. The September index was 1.6 per cent above the September 1963 index of 133.4.

The decrease in the month was caused mainly by a decrease of 1.8 per cent in the food group and a smaller decline in the recreation and reading group. The housing, clothing, transportation and health and personal care groups edged upward; the tobacco and alcohol group was unchanged.

The food index decreased 1.8 per cent to 132.7 from 135.1, chiefly reflecting further marked seasonal price decreases for fresh fruits and vegetables. Lower prices were also reported for sugar, sirloin steak, ham, lamb and poultry. Prices were higher for eggs and most cuts of beef.

The housing index increased 0.1 per cent to 138.9 from 138.7 in August, as both the shelter and household operation components increased slightly. Rent and home-ownership costs were higher in shelter. Slightly higher prices for furniture, floor coverings, textiles, and household supplies moved the household operation component.

The clothing index was 0.4 per cent higher at 119.4 from 118.9, reflecting generally higher prices for men's, women's and children's wear, footwear, piece goods and clothing services.

The transportation index at 141.6 was 0.1 per cent higher than its August level of 141.4. Higher prices for automobile repairs, batteries, tires and lubrication outweighed a small decline in gasoline prices.

The health and personal care index increased 0.1 per cent to 167.7 from 167.5 as the personal care component moved slightly higher.

The recreation and reading index declined 0.4 per cent to 150.9 from 151.5 as a result of sale prices for magazine subscriptions and a slight decrease in the price of television repairs.

The tobacco and alcohol index was unchanged at 120.2.

Group indexes in September 1963 were: food 131.3, housing 136.5, clothing 116.1, transportation 141.1, health and personal care 162.7, recreation and reading 149.1 and tobacco and alcohol 118.1.

### City Consumer Price Indexes, August 1964

Consumer price indexes (1949=100) increased in three of the ten regional cities, decreased in four and remained unchanged in three between July and August. Movements in nine cities ranged from a decline

of 0.2 per cent in Montreal and Ottawa to an increase of 0.2 per cent in Edmonton-Calgary. In St. John's the increase was 0.5 per cent.

Food indexes declined in five cities and rose in four; there was no change in Winnipeg. The rise was highest in St. John's, which experienced a 1.4-per-cent increase, and the decline was greatest in Ottawa, where there was a 0.9-per-cent drop. Housing indexes edged up in six cities, down in two, and remained constant in two. Clothing indexes were unchanged in five cities, up 0.2 per cent in Edmonton-Calgary and Vancouver, and down in three remaining cities, with the fall in the Halifax index being 0.9 per cent. The transportation indexes were unchanged in two cities, declined in six and increased in two. Health and personal care indexes were higher in four cities, lower in three and unchanged in three. The indexes for recreation and reading were unchanged in seven cities but moved upward in three. There were no changes in the tobacco and alcohol indexes except for a fractional decrease in Edmonton-Calgary.

Regional consumer price index point changes between July and August were: Montreal -0.3 to 135.5; Ottawa -0.3 to 136.6; Toronto -0.2 to 137.4; Vancouver -0.1 to 133.2; St. John's +0.6 to 122.5\*; Edmonton-Calgary +0.3 to 129.0; Halifax +0.1 to 132.8. Saint John, Winnipeg and Saskatoon-Regina remained unchanged at 135.5, 132.4 and 130.5 respectively.

### Wholesale Price Index, August 1964

The general wholesale index (1935=39-100) in August was 245.0, practically unchanged from the July index of 244.9, and was 0.1 per cent above the August 1963 index of 244.7.

Three of the eight major group indexes advanced in August, four declined, and the remaining one, non-metallic minerals products, was unchanged.

The iron products group index rose 1.0 per cent in August to 257.6 from the July index of 255.1, the chemical products group advanced 0.8 per cent to 192.7 from 191.2, and the animal products group index rose 0.5 per cent to 253.2 from 252.0.

The vegetable products group index moved down 0.8 per cent to 219.2 from 220.9, the wood products group index declined 0.3 per cent to 331.6 from 332.6.

\* On base June 1951=100.

Two major group indexes eased downward by 0.1 per cent in August: textile products to 247.8 from 248.0, and non-ferrous metals products to 204.8 from 205.0.

The non-metallic minerals products index was unchanged at 190.8.

#### U.S. Consumer Price Index, August 1964

The United States consumer price index (1957-59=100) fell 0.1 per cent to 108.2 in August from 108.3 in July. The index in August 1963 was 107.1.

The drop followed the pattern for August in six of the last 10 years, but the easing was somewhat less than expected.

Food prices, which in early summer ran above those of all previous years because of poor weather in many parts of the country, did drop by 0.3 per cent in August. In the non-food area, the prices of new cars declined as dealers prepared for the arrival of 1965 models. Used car prices also declined.

#### British Index of Retail Prices, July 1964

The British index of retail prices (Jan. 16, 1962=100) was 107.4 in mid-July, unchanged from the mid-June figure. The July 1963 index was 103.3.

The food group index was 108.9 compared with 109.1 in June.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 192

#### Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-sixth Annual Report for the Year ended December 31, 1963*. Edmonton, 1964. Pp. 39.

2. BUREAU OF RAILWAY ECONOMICS, WASHINGTON, D.C. *A Review of Railroad Operations in 1963*, by J. Elmer Monroe, Vice-President, Association of American Railroads. Washington, 1964. Pp. 56.

3. CANADA. CIVIL SERVICE COMMISSION. *Annual Report, 1963*. Ottawa, Queen's Printer, 1964. Pp. 40.

Published in French as: Commission du Service Civil du Canada. *Rapport annuel, 1963*. Pp. 43.

4. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. IMMIGRATION BRANCH. *Immigration Statistics, 1963*. Ottawa, 1963. Pp. 30.

5. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada, a Comparison of Provincial Laws*. October, 1963. Ottawa, Queen's Printer, 1964. Pp. 41.

6. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1963*. Toronto, Queen's Printer, 1964. Pp. 57.

7. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Eighth Annual Report for the Fiscal Year ended March 31st, 1963*. Charlottetown, 1964. Pp. 41.

8. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Seventeenth Annual Survey of Salaries and Wages*. August, 1963. Regina, 1963. Pp. 15.

9. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. *Education and Training: Key to Development of Human Resources; Second Annual Report of the Secretary of Health, Education, and Welfare to the Congress on Training Activities under the Manpower Development and Training Act*. Washington, GPO, 1964. Pp. 50.

10. U.S. PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY. *Report to the President, November 26, 1963*. Washington, GPO, 1964. Pp. 150.

#### Automation

11. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Automation's Unkept Promise*. Washington, 1962. Pp. 28.

Examines some problems created by automation.



12. AMERICAN FOUNDATION ON AUTOMATION AND EMPLOYMENT. *A Report to the President of the United States*. New York, 1963. Pp. 46.

The American Foundation on Automation and Employment was established in 1962 and is jointly sponsored by U.S. Industries, Inc., a producer of automation equipment, and by the International Association of Machinists. This formal report was prepared for the late President Kennedy and deals with two meetings in London and in Geneva (sponsored by the Foundation) which examined automation's impact on workers, management, and industrial relations in general.

### Business

13. BATES, JAMES. *The Financing of Small Business*. London, Sweet & Maxwell, 1964. Pp. 230.

Contains an outline of the main sources of funds available to small firms and an account of the major problems and difficulties associated in financing a small business. As well, there is an account of the results of an inquiry into the financial affairs of small and medium-sized manufacturing firms carried out by the Oxford University Institute of Statistics during 1956.

14. CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS. *Small Retail Store Accounting*. Toronto [c1959] Pp. 42.

Articles, with the exception of the last, are reprinted from *The Canadian Chartered Accountant*.

Contents: Merchandise Planning. Merchandising Control. Handling Cash Control. Planning the Budget. Sales and Credit Problems. Accounting Procedures. Problems of Income Tax.

15. SMITH, CHARLES WHITLEY. *Making Your Sales Figures Talk*. 3d ed. Washington, GPO, 1964. Pp. 36.

Suggests "a number of practical steps that a small manufacturer can take to find opportunities to increase sales or reduce marketing costs through the analysis of *his own* sales figures."

### Civil Rights

16. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Human Rights in the United Kingdom*. London, HMSO, 1963. Pp. 32.

17. U.S. COMMISSION ON CIVIL RIGHTS. *Civil Rights '63; Report*. Washington, GPO, 1964. Pp. 268.

### Collective Bargaining

18. FLANDERS, ALLAN. *The Fawley Productivity Agreements; a Case Study of Management and Collective Bargaining*. London, Faber & Faber, 1964. Pp. 360.

In 1960, at the Fawley Refinery of the Esso Petroleum Company Limited of Great Britain, an agreement was reached between the company and the unions representing its employees, which agreement provided increases in wage rates in return for the consent of the unions to changes in working practices. The author studied the agreement and reports on his findings.

19. JACOBS, PAUL. *Old before its Time: Collective Bargaining at 28*. Santa Barbara, Calif., Center for the Study of Democratic Institutions, 1963. Pp. 46.

The author presents a rather pessimistic view of the future of collective bargaining in the U.S. He believes that the system of collective bargaining "has proved less and less adequate for the solution of some basic problems now faced by unions and management, and . . . an increasing number of workers remain outside the system, with very little possibility they will ever come into it."

### Economic Conditions

20. ATLANTIC PROVINCES ECONOMIC COUNCIL. *The Atlantic Provinces in Relation to the Canadian Economy, 1867-1955*. [Moncton, 1955] Pp. 35.

21. GREAT BRITAIN. NATIONAL ECONOMIC DEVELOPMENT COUNCIL. *The Growth of the Economy*. London, HMSO, 1964. Pp. [127].

Contains an appraisal of the economic and industrial situation in Great Britain.

22. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys by the OECD: Sweden*. March 1964. Paris, 1964. Pp. 36.

23. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: United Kingdom*. July 1963. Paris, 1963. Pp. 47.

### Education, Vocational

24. DYMOND, WILLIAM RICHARD. *The Implications of Canada's Changing Manpower Requirements for Technical and Vocational Education; Talk to the Conference on Manpower Training and Development in Canada, Winnipeg, September 4th, 1963*. [Ottawa, Canada Dept. of Labour, 1963]. Pp. 20.

25. NOSOW, SIGMUND. *Vocational Curricula in Michigan*. East Lansing, Office of Research and Publications, College of Education, Michigan State University, 1963. 1 volume (unpaged).

### Industrial Relations

26. BEAUMONT, RICHARD AUSTIN. *Management, Automation, and People*, by

Richard A. Beaumont [and] Roy B. Hellogg. New York, Industrial Relations Counselors, 1964. Pp. 372.

Discusses how industrial relations practices and policies have been affected by automation, based on a study of experiences in 36 companies.

27. FRIEDLAND, WILLIAM H. *Unions and Industrial Relations in Underdeveloped Countries*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1963. Pp. 60.

A brief examination of trade unionism and industrial relations in underdeveloped countries in Asia and Africa, with a comparison to conditions in the U.S.

28. STURMTHAL, ADOLF FOX. *Workers Councils; a Study of Workplace Organization on Both Sides of the Iron Curtain*. Cambridge, Mass., Harvard University Press, 1964. Pp. 217.

Compares workers' councils in 4 countries: France, Germany, Poland, and Yugoslavia.

### Labour Organization

29. CLEGG, HUGH ARMSTRONG. *A History of British Trade Unions since 1889. Vol. 1, 1889-1910*, by H. A. Clegg, Alan Fox and A. F. Thompson. Oxford, Clarendon Press, 1964. Pp. 514.

In the period covered by this book collective bargaining was developing; the British Labour Party had its beginning; labour legislation was being formulated, etc.

30. FRANKS, MAURICE RUDOLPH. *What's Wrong with Our Labor Unions!* With an introd. by Karl E. Mundt. Indianapolis, Bobbs-Merrill, 1963. Pp. 256.

The author suggests some changes he would like to see in the American trade union movement.

31. GITELMAN, MORTON. *Unionization Attempts in Small Enterprises; a Guide for Employers*. Prepared under the Small Business Studies Program of Duke University. Project Director: F. Hodge O'Neal. Mundelein, Ill., Callaghan, 1963. Pp. 203.

Contents: Unions and the Small Enterprise. The Union Organizer and How he operates. Should the Employer resist a Unionization attempt. The Organization Campaign. NLRB (U.S. National Labor Relations Board) Elections.

32. HEPTON, ESTELLE. *Battle for the Hospitals: a Study of Unionization in Non-Profit Hospitals*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1963. Pp. 63.

Concerns the question of unionization of non-professional workers in non-profit hospitals in the U.S., with particular reference to New York State and New York City.

33. McCARTHY, W. E. J. *The Closed Shop in Britain*. Oxford, Blackwell, 1964. Pp. 294.

"This book is concerned with the nature, extent, functions, effects and justification of the 'closed shop'—defined as a situation in which employees come to realize that a particular job is only to be obtained and retained if they become and remain members of one of a specified number of trade unions."

34. PARSONS, OWEN HENRY. *Trade Unions hamstrung; the Meaning of Rookes v. Barnard*. London, L. R. D. Publications, 1964. Pp. 23.

Mr. Rookes, a draughtsman employed by B.O.A.C., sued 3 union officials of the Association of Engineering and Shipbuilding Draughtsmen, claiming damages for the loss of his employment which was allegedly caused by the defendants. When the plaintiff left the union, a strike was threatened unless he was fired by B.O.A.C. This is a brief examination of the case.

35. NATIONAL POLICY CONFERENCE, UNITED STEELWORKERS OF AMERICA, MONTREAL, 1964 [*Reports presented to Conference, April 16, 17 and 18, 1964, Montreal, P.Q.* Toronto, 1964] Pp. 154, 9.

Library also has same in French entitled *Rapports, études et résolutions, Congrès national d'orientation, Montréal (Québec), les 16 et 17 avril 1964*.

36. SULTAN, PAUL EDWARD. *The Disenchanted Unionist*. [1st ed.] New York, Harper & Row, c1963. Pp. 272.

This book reflects the attitudes of 50 union members (46 men and 4 women) who were critical of union policy and who felt frustrated because of their inability to change it.

### Labour Supply

37. BAKKE, EDWARD WIGHT. *A Positive Labor Market Policy; Policy Premises for the Development, Operation, and Integration of the Employment and Manpower Services*. Columbus, Ohio, C. E. Merrill Books, 1963. Pp. 225.

An examination of the functioning of Employment Services in the United States and in some European countries.

38. BEAUSOLEIL, GILLES. *Analyse du marché du travail des infirmières au Québec* [par] Gilles Beausoleil, Francyne Beaudoin [et] Richard Beland. Montréal, L'Alliance des infirmières de Montréal, 1964. Pp. 120.

Examines the nursing shortage in Quebec. Contains statistics on salaries and other matters pertaining to nurses and hospitals.



39. BURTT, EVERETT JOHNSON. *Labor Markets, Unions, and Government Policies*. New York, St. Martin's Press, 1963. Pp. 454.

Considers "the major areas of labour economics: labor force and labor supply, the development of union organization, union policy, collective bargaining and its regulation, wages and wage theory, unemployment, and government policy for full employment and social security."

40. HAREWOOD, JACK. *Employment in Trinidad and Tobago in 1960*. [Mona?] Jamaica, University of the West Indies, Institute of Social and Economic Research [n.d., 1964?] Pp. 81.

41. JENSEN, VERNON HORTON. *Hiring of Dock Workers and Employment Practices in the Ports of New York, Liverpool, London, Rotterdam, and Marseilles*. Cambridge, Harvard University Press, 1964. Pp. 317. Published in Canada by S. J. Reginald Saunders & Co., Ltd., Toronto.

Hiring and employment practices of longshoremen in five major ports "are described and compared to show the extent to which the dock labor market has been made more orderly. The basic problem in each of the ports has been, and to some extent still is, that of casual employment."

42. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Unemployment Programs in Sweden. Materials prepared for the Joint Economic Committee, Congress of the United States*. Washington, GPO, 1964. Pp. 51.

An examination of various programs used by Sweden to maintain high levels of employment, with particular attention paid to two features: relocation assistance and the use of tax incentives.

43. WOLFBEIN, SEYMOUR LOUIS. *Employment and Unemployment in the United States; a Study of the American Labour Force*. Chicago, Science Research Associates, 1964. Pp. 339.

The author is Deputy Manpower Administrator, U.S. Department of Labor, Office of Manpower. He tells how the U.S. government departments and agencies gather statistics about the labour force and the unemployed.

#### Labouring Classes

44. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry. Conditions de travail dans l'industrie canadienne. Report, Rapport No. 7, 1963*. Ottawa, Queen's Printer, 1964. Pp. 209.

Text in English and French.

Provides statistical information about hours work, paid holidays, paid vacations, pension plans, group life insurance, sickness and

accident leave provisions, educational assistance, and the number of employees covered by collective agreements.

45. CHESNEAUX, JEAN. *Le mouvement ouvrier chinois de 1919 à 1927*. Paris, Mouton, 1962. Pp. 652.

46. ENGELS, FREDERICK. *The Condition of the Working-Class in England in 1844; with a Preface written in 1892*. Translated by Florence Kelley Wischnetzky. Reprinted 1952 with the Dedication written by Engels in English in 1845. London, G. Allen and Unwin, 1952. Pp. [300].

47. GORDON, ROBERT AARON. *Twenty Years of Economic and Industrial Change*. Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 51-63.

Reprinted from Proceedings of a Conference on Space Science and Urban Life, published by National Aeronautics and Space Administration, Washington, D.C., 1963.

48. GREENBAUM, MARCIA L. *The Shorter Workweek*. Ithaca, New York State School of Industrial and Labor Relations, at Cornell University, 1963. Pp. 52.

"... A study of the labor arguments for and the industry arguments against a reduction in working hours. It is also an examination of the belief that the shorter workweek is a major solution to the dilemma of the age of automation—unemployment."

49. OKO, DOROTHY KUHN. Comp. *Library Service to Labor*. Compiled by Dorothy Kuhn Oko and Bernard F. Downey. New York, Scarecrow Press, 1963. Pp. 313.

Consists of selections of articles in publications of the Joint Committee on Library Service to Labor Groups, a subcommittee of the Adult Services Division of the American Library Association. These articles deal with establishing and operating a labour service in public libraries for working people.

#### Laws and Legislation

50. CANADA. LAWS, STATUTES, etc. *Corporations and Labour Unions Returns Act, Canada, with Regulations and Forms*. Don Mills, Ont., CCH Canadian Limited [c1963]. Pp. 39.

The Act was proclaimed in force January 1, 1963.

"The purpose of the Corporations and Labour Unions Returns Act is to provide the federal government and individuals with information as to the degree of external control and the effect of this domination on the Canadian economy... In principle, it requires every corporation and trade union carrying on activities in Canada (with certain listed exceptions) to file an annual report of an organizational and financial nature with the Dominion Statistician."

51. U.S. SOLICITOR OF THE DEPARTMENT OF LABOR. *Legislative History of the Labor-Management Reporting and Disclosure Act of 1959, Titles I-VI*. Washington, GPO, 1964, Pp. xlvii, 1138.

Includes legislation.

Contains the text of the Labor-Management Reporting and Disclosure Act of 1959, as well as excerpts from U.S. Congressional Senate and House Hearings on the legislation.

### Management

52. CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS. *Management Aids for the Smaller Company*. Toronto, c1962. Pp. 62.

Includes articles reprinted from *The Canadian Chartered Accountant*.

Partial Contents: The Relationship of the Accountant to the Smaller Company. Raising Capital. Sales Planning. Budgeting Control. Management Consulting Services. Mechanized Data Processing. Credit and Collection Problems.

53. MCGREGOR, DOUGLAS MURRAY. *The Human Side of Enterprise*. New York, McGraw-Hill, 1960. Pp. 246.

This book poses and attempts to answer the question: What makes a manager?

54. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Motivating the Older Salesman; a Symposium*. New York, 1964. Pp. 40.

A discussion of how a firm can retain its salesmen and keep them happy.

### Women

55. NYE, FRANCIS IVAN. *The Employed Mother in America*, by F. Ivan Nye [and] Lois Wladis Hoffman. With contributions by Jean Adamson [and others]. Chicago, Rand McNally, 1963. Pp. 406.

This book considers the reasons why married women work, the effects of the mother's working on the children and on the husband-wife relationship, and the adjustment of the mother to her two roles as a worker and a homemaker.

56. U.S. WOMEN'S BUREAU. *Equal Pay Facts*. Rev. ed. Washington, GPO, 1964. Folder.

57. U.S. WOMEN'S BUREAU. *Women in the World Today*; International Report 1-7. Washington, GPO, 1963. 7 nos.

Contents: 1. Women in High-Level Elective and Appointive Positions in National Governments. February 1963. 2. Political Rights of Women in Member Nations of the United Nations. August 1963. 3. Policies of National Governments on Employing Women. April 1963. 4. Equal Pay in Member Nations of the International Labor Organization. May 1963. 5. Protective Labor Legislation for Women in 91 countries. March 1963. 6. Maternity

Protection and Benefits in 92 Countries. June 1963. 7. Notes on Women in Employment in the United States and Nine European Countries. January 1963.

### Miscellaneous

58. CANADA. DEPARTMENT OF FINANCE. FEDERAL-PROVINCIAL RELATIONS DIVISION. *Federal-Provincial Conditional Grant and Shared-Cost Programmes, 1962*. Ottawa, Queen's Printer, 1963. Pp. 160.

Contains a summary of the various federal-provincial conditional grant and shared-cost programs in existence as of December 31, 1962.

59. CANADA. ROYAL COMMISSION ON HEALTH SERVICES [Report] Volume 1. Ottawa, Queen's Printer, 1964. Pp. 914.

Volume 1 contains analyses of the health care services available to the public and recommendations of the Commission. The Royal Commission's terms of reference were "to inquire into and report upon the existing facilities and the future need for health services for the people of Canada and the resources to provide such services, and to recommend such measures, consistent with the constitutional division of legislative powers in Canada, as the Commissioners believe will ensure that the best possible health care is available to all Canadians."

60. DUNNETTE, MARVIN D. *Critics of Psychological Tests: Basic Assumptions: How Good?* Minneapolis, University of Minnesota, Industrial Relations Center, 1964. Pp. [63]-69.

A critical examination of Banesh Hoffmann's book, *The Tyranny of Testing*, published in 1962, a book critical of psychological tests.

61. GREAT BRITAIN. COMMITTEE ON WINTER BUILDING. *Winter Building; an Interim Review*. London, HMSO, 1963. Pp. 33.

Committee appointed June 1963 by the Minister of Public Building and Works.

Considers the cost of winter building; weather conditions; building design, contract, specification and planning; transportation of materials to and storage and protection of them on the site; trade problems and precautions, such as the care of materials under adverse weather conditions; and, protection of employees.

62. FRENCH, EARL B. *Personnel Problems in Industrial Research and Development*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1963. Pp. 46.

A study of the effective utilization of scientists and engineers on the job.

63. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. SPECIAL COMMITTEE FOR CHEMICAL PRODUCTS. *The Chemical Industry, 1961-1962; a Study*. Paris, 1963. Pp. 175.



"This report deals with the situation in Member countries' chemical industries during the calendar year 1961, and gives some information on developments during the first six months of 1962."

64. PILCH, MICHAEL. *New Trends in Pensions* [by] Michael Pilch and Victor Wood. London, Hutchinson, 1964. Pp. 223.

The two authors are pension consultants. This book is based on a sample of 180 companies and deals with practical aspects of planning pensions.

65. REGIONAL SCIENCE ASSOCIATION. *Papers and Proceedings*, vol. 9, 1962. Edited by Gerald A. P. Carrothers, with assistance from Eliahu Romanoff. Philadelphia, Wharton School, University of Pennsylvania [1962?] Pp. 251.

The papers deal with location of residential areas and with regional and urban development.

66. SHEARD, TERENCE. *The Drafting of Wills and Other Lectures to the Bar Admission Course of the Law Society of Upper Canada*. Toronto, Carswell, 1963. Pp. 85.

67. U.S. CHILDREN'S BUREAU. *Home-maker Services; History and Bibliography*. Washington, GPO, 1964. Pp. 116.

68. U.S. NATIONAL INSTITUTE OF MENTAL HEALTH. *Human Aging, a Biological and Behavioral Study*. Edited by James E. Birren [and others] Bethesda, Md.; [For sale by GPO, Washington, 1963] Pp. 328.

Contains 16 chapters reporting the findings of 22 investigators on various aspects of aging.

## Report of Conciliation Board

(Continued from page 884)

2. Because of the need for prompt testing, it is necessary to provide shift work periods that do not always coincide with regular plant hours. Accordingly, some flexibility is required from time to time in establishing shifts. If a shift is necessary that will straddle midnight by more than two hours, then third shift premiums will be paid on all hours after midnight on such shifts. In all cases, the parties to this agreement will endeavour to agree on mutually satisfactory shift time.

3. In case of layoff, departmental seniority only will apply, so that lab employees may not claim work in other plant departments,

or other plant department employees claim work in the laboratory, by reason of plant seniority.

4. Holiday and sickness relief by temporary employees will come under the trainee pay schedule.

5. Laboratory employees, other than summer relief, shall be granted seniority upon completion of sixty (60) days' service within a four month period; provided that they are subject to dismissal, if, in the opinion of the Plant Chemist, they do not make satisfactory progress during the training period. The training period to be understood as that period during which they are classified as Technician B.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION WEEK ENDED SEPTEMBER 19, 1964**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,972	628	1,938	2,544	1,218	644
Men.....	4,984	471	1,413	1,774	868	458
Women.....	1,988	157	525	770	350	186
14-19 years.....	668	71	208	207	129	53
20-24 years.....	937	93	301	292	150	71
25-44 years.....	3,073	254	867	1,147	516	289
45-64 years.....	2,103	189	517	805	379	213
65 years and over.....	221	21	45	93	44	18
Employed.....	6,754	594	1,854	2,489	1,198	619
Men.....	4,822	442	1,348	1,737	853	442
Women.....	1,932	152	506	752	345	177
Agriculture.....	674	44	118	169	321	22
Non-agriculture.....	6,080	550	1,736	2,320	877	597
Paid Workers.....	5,581	498	1,588	2,147	810	538
Men.....	3,872	361	1,130	1,462	540	379
Women.....	1,709	137	458	685	270	159
Unemployed.....	218	34	84	55	20	25
Men.....	162	29	65	37	15	16
Women.....	56	*	19	18	*	*
Persons not in the Labour Force.....	5,840	661	1,755	1,928	947	549
Men.....	1,377	172	408	430	224	143
Women.....	4,463	489	1,347	1,498	723	406

\*Less than 10,000.



**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
SEPTEMBER 19, 1964, CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	12,812	2,033	3,703	982	3,814	913	1,367
Labour Force.....	6,972	668	3,586	850	1,019	628	221
Employed.....	6,754	615	3,515	797	1,001	612	214
Unemployed.....	218	53	71	53	18	16	*
Not in the labour force.....	5,840	1,365	117	132	2,795	285	1,146
Participation rate <sup>(2)</sup>							
1964, September 19.....	54.4	32.9	96.8	86.6	26.7	68.8	16.2
August 22.....	56.3	45.6	97.1	91.3	25.3	67.7	16.0
Unemployment rate <sup>(3)</sup>							
1964, September 19.....	3.1	7.9	2.0	6.2	1.8	2.5	*
August 22.....	3.4	7.9	2.2	6.1	1.9	2.4	*

<sup>(1)</sup>Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup>The Labour Force as a percentage of the population 14 years of age and over.

<sup>(3)</sup>The unemployed as a percentage of the labour force.

\*Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED SEPTEMBER 19, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	September 1964	August 1964	September 1963
Total Unemployed.....	218	247	250
On temporary layoff up to 30 days.....	10	16	13
Without work and seeking work.....	208	231	237
Seeking full-time work.....	195	216	227
Seeking part-time work.....	13	15	10
Seeking under 1 month.....	78	76	87
Seeking 1-3 months.....	65	89	79
Seeking 4-6 months.....	27	25	27
Seeking more than 6 months.....	38	41	44

## B—Labour Income

**TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY**

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>[1]</sup>						Totals <sup>[2]</sup>
	Mining	Manufacturing	Transportation, Storage and Communication <sup>[2]</sup>	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
July.....	49.0	500.1	172.4	.....	.....	.....	.....	.....	.....	1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September....	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	.....
November....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February.....	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March.....	48.8	529.8	165.4	.....	.....	.....	.....	.....	.....	1,839.5
April.....	47.3	532.6	170.6	.....	.....	.....	.....	.....	.....	1,870.5
May.....	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June*.....	51.4	558.2	179.9	.....	.....	.....	.....	.....	.....	1,995.5
July†.....	52.3	546.4	182.9	.....	.....	.....	.....	.....	.....	1,977.4

### Seasonally Adjusted

1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
July.....	47.5	499.1	165.2	.....	.....	.....	.....	.....	.....	1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September....	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,813.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,843.0
December....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February.....	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March.....	50.1	540.0	173.5	.....	.....	.....	.....	.....	.....	1,906.5
April.....	49.0	535.1	175.1	.....	.....	.....	.....	.....	.....	1,913.1
May.....	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June*.....	50.3	543.2	175.1	.....	.....	.....	.....	.....	.....	1,927.5
July†.....	50.7	546.2	176.0	.....	.....	.....	.....	.....	.....	1,945.1

<sup>(1)</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup> Includes post office wages and salaries.

<sup>(3)</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at June 1964 employers in the principal non-agricultural industries reported a total employment of 3,180,307. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>[1]</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
<b>1963—</b>						
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
<b>1964—</b>						
January.....	123.3	198.1	85.10	117.0	202.0	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	86.33	118.6	203.9	89.66
May*.....	129.1	202.0	86.80	121.4	204.8	90.05
June†.....	133.0	201.7	86.63	123.9	204.0	89.68

<sup>[1]</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

	Employment Index Numbers			Average Weekly Wages and Salaries		
	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963
<b>Provinces</b>						
Newfoundland.....	155.0	138.8	149.9	77.63	77.04	76.99
Prince Edward Island.....	143.1	141.2	142.8	61.78	61.26	58.88
Nova Scotia.....	99.5	96.6	97.2	70.48	70.83	68.68
New Brunswick.....	114.7	107.3	108.1	68.66	68.84	67.66
Quebec.....	133.2	129.0	127.6	84.49	84.99	80.83
Ontario.....	135.2	132.1	129.2	90.22	90.12	87.02
Manitoba.....	119.0	116.0	115.4	78.94	78.67	78.15
Saskatchewan.....	138.5	133.5	132.9	81.28	80.62	79.69
Alberta.....	171.4	164.5	165.9	86.49	86.71	84.85
British Columbia.....	126.2	123.1	123.2	94.24	94.67	92.04
<b>Canada.....</b>	<b>133.0</b>	<b>129.1</b>	<b>127.7</b>	<b>86.63</b>	<b>86.80</b>	<b>83.70</b>
<b>Urban areas</b>						
St. John's.....	153.0	147.7	150.2	65.62	66.16	65.03
Sydney.....	79.4	75.8	83.7	85.59	85.42	80.85
Halifax.....	124.9	125.4	122.1	73.04	73.55	71.65
Moncton.....	110.8	107.7	105.5	68.16	66.58	65.76
Saint John.....	105.2	105.1	106.9	71.10	70.68	68.70
Chicoutimi—Jonquiere.....	121.3	117.4	111.2	104.47	104.05	103.17
Quebec.....	130.7	128.1	130.0	74.02	74.67	71.23
Sherbrooke.....	117.6	116.6	113.2	74.02	73.20	69.78
Shawinigan.....	108.5	105.0	104.0	93.94	93.63	91.92
Three Rivers.....	129.9	127.5	120.1	79.51	83.32	77.60
Drummondville.....	97.1	94.6	88.3	70.73	67.44	69.41
Montreal.....	136.8	135.1	131.2	86.09	86.84	82.25
Ottawa—Hull.....	144.5	142.5	139.4	80.88	80.36	77.42
Kingston.....	139.5	137.1	125.4	87.88	86.89	81.97
Peterborough.....	109.1	107.1	102.9	94.22	95.35	92.86
Oshawa.....	224.3	226.6	203.0	106.45	106.34	102.25
Toronto.....	150.3	147.4	143.4	91.02	90.70	87.99
Hamilton.....	127.7	125.5	120.0	95.10	96.01	92.12
St. Catharines.....	123.9	123.0	116.8	100.54	101.88	95.76
Niagara Falls.....	115.8	108.1	108.8	83.88	84.95	80.39
Brantford.....	94.9	90.8	90.4	83.17	84.67	80.27
Guelph.....	131.2	128.6	132.0	81.38	81.28	76.50
Galt.....	133.8	130.9	122.2	77.44	76.49	74.84
Kitchener.....	149.0	146.5	142.3	81.07	80.32	78.36
Sudbury.....	136.1	133.9	127.4	95.92	96.47	94.08
Timmins.....	88.2	86.7	90.9	77.34	77.33	74.21
London.....	152.3	148.5	145.7	84.61	83.90	80.31
Sarnia.....	138.0	136.4	137.7	109.39	110.00	110.54
Windsor.....	86.8	85.4	79.4	101.10	103.11	93.46
Sault Ste. Marie.....	159.2	156.2	154.8	106.09	105.54	109.74
Fort William—Port Arthur.....	118.4	116.3	111.2	87.97	88.64	84.59
Winnipeg.....	120.3	117.7	114.9	76.15	76.28	74.73
Regina.....	159.8	155.3	151.4	80.00	80.34	77.57
Saskatoon.....	159.3	151.8	148.2	76.21	76.14	74.74
Edmonton.....	221.1	216.9	210.3	81.03	80.59	80.31
Calgary.....	191.0	185.4	184.7	86.31	86.65	84.05
Vancouver.....	128.2	125.9	121.9	92.33	92.80	90.26
Victoria.....	123.7	121.3	119.8	83.37	85.28	83.95



# TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963
<b>Mining</b> .....	<b>118.7</b>	<b>114.8</b>	<b>117.3</b>	<b>105.22</b>	<b>101.98</b>	<b>101.39</b>
Metal mining.....	133.4	131.4	129.8	105.44	104.17	102.32
Gold.....	65.4	63.5	67.7	86.26	85.40	82.54
Other metal.....	196.6	194.4	187.5	111.38	109.87	108.96
Fuels.....	82.5	76.9	82.5	111.46	113.02	107.61
Coal.....	37.9	35.2	39.0	83.91	84.68	78.90
Oil and natural gas.....	263.6	246.2	260.0	127.53	129.45	125.17
Non-metal.....	159.1	151.9	163.3	94.80	96.08	88.84
<b>Manufacturing</b> .....	<b>123.9</b>	<b>121.4</b>	<b>118.9</b>	<b>89.68</b>	<b>90.05</b>	<b>86.29</b>
Durable goods.....	131.5	129.0	124.2	96.84	97.26	93.05
Non-durable goods.....	117.6	115.0	114.4	82.99	83.28	80.14
Food and beverages.....	124.1	117.4	124.0	78.34	78.92	75.68
Meat products.....	139.9	136.0	138.5	88.13	87.73	86.92
Canned and preserved fruits and vegetables.....	114.6	96.7	114.4	65.45	69.10	64.10
Grain mill products.....	98.7	95.6	93.2	86.54	87.78	83.69
Bread and other bakery products.....	115.0	112.0	115.5	76.97	76.29	74.50
Distilled and malt liquors.....	98.9	97.7	98.7	110.37	110.32	107.86
Tobacco and tobacco products.....	83.5	90.1	83.8	91.30	85.92	88.61
Rubber products.....	118.7	117.1	112.1	92.95	92.38	89.56
Leather products.....	89.9	88.3	87.9	59.44	60.21	57.15
Boots and shoes (except rubber).....	93.3	91.6	93.7	57.16	58.02	54.96
Other leather products.....	83.7	82.2	77.3	64.05	64.65	61.96
Textile products (except clothing).....	91.2	89.9	85.1	72.17	71.84	68.35
Cotton yarn and broad woven goods.....	77.7	77.6	74.1	70.63	67.95	65.16
Woolen goods.....	68.1	66.9	64.2	65.80	65.77	63.44
Synthetic textiles and silk.....	111.2	109.0	98.0	78.62	78.77	74.89
Clothing (textile and fur).....	99.5	98.3	94.4	54.66	55.67	52.55
Men's clothing.....	104.9	104.0	99.3	53.81	54.53	51.32
Women's clothing.....	108.1	106.9	98.8	54.54	56.25	52.79
Knit goods.....	77.4	76.3	75.1	55.25	56.36	52.66
Wood products.....	117.3	113.2	114.4	76.26	77.28	74.80
Saw and planing mills.....	120.5	115.4	118.7	78.38	79.56	77.42
Furniture.....	125.5	123.7	119.9	73.73	74.52	70.88
Other wood products.....	84.6	80.9	81.9	68.16	68.88	66.69
Paper products.....	134.2	131.2	131.3	105.06	104.16	101.46
Pulp and paper mills.....	134.4	131.2	131.7	112.87	111.91	109.19
Other paper products.....	133.8	131.4	130.2	86.23	85.62	82.69
Printing, publishing and allied industries.....	126.2	127.2	127.5	97.10	97.84	93.19
Iron and steel products.....	123.7	121.5	117.1	101.49	101.96	97.78
Agricultural implements.....	74.3	74.5	72.4	111.24	109.80	101.15
Fabricated and structural steel.....	158.7	154.7	152.7	104.90	102.79	100.99
Hardware and tools.....	130.0	128.3	116.6	88.46	88.22	86.21
Heating and cooking appliances.....	107.5	107.5	105.3	87.69	86.67	86.97
Iron castings.....	109.9	108.9	104.1	96.82	97.77	91.91
Machinery, industrial.....	147.4	143.2	137.6	99.44	99.00	93.55
Primary iron and steel.....	146.6	143.7	133.9	112.51	116.34	112.45
Sheet metal products.....	125.0	121.0	123.7	99.08	98.73	95.94
Wire and wire products.....	129.8	128.4	117.4	101.56	101.36	98.59
Transportation equipment.....	129.8	129.8	116.7	106.23	106.84	100.57
Aircraft and parts.....	259.2	252.1	227.7	108.03	108.11	101.78
Motor vehicles.....	147.1	147.9	129.1	123.21	124.26	115.64
Motor vehicle parts and accessories.....	154.5	157.6	132.5	101.65	103.81	94.51
Railroad and rolling stock equipment.....	59.7	59.2	52.7	93.65	93.07	89.44
Shipbuilding and repairing.....	145.5	146.5	149.8	94.44	93.78	94.09
Non-ferrous metal products.....	136.4	133.6	129.3	99.41	99.87	97.72
Aluminum products.....	151.8	148.2	146.7	94.43	96.79	93.95
Brass and copper products.....	119.6	117.4	110.0	97.21	97.45	92.49
Smelting and refining.....	148.3	144.8	141.4	108.80	110.54	107.52
Electrical apparatus and supplies.....	161.9	157.9	155.3	95.51	94.21	91.49
Heavy electrical machinery.....	120.0	118.1	117.4	103.64	102.88	99.48
Telecommunication equipment.....	283.3	276.3	279.9	89.46	89.47	87.84
Non-metallic mineral products.....	166.9	160.2	160.6	95.36	95.32	91.77
Clay products.....	96.0	93.1	92.7	85.43	84.77	82.53
Glass and glass products.....	186.0	179.8	183.2	91.62	91.00	87.27
Products of petroleum and coal.....	147.2	144.6	144.4	129.44	131.45	127.04
Petroleum refining and products.....	149.7	147.1	146.3	130.59	132.68	128.33
Chemical products.....	141.8	140.8	138.4	105.06	104.82	101.28
Medicinal and pharmaceutical preparations.....	129.7	128.3	125.6	93.29	93.16	90.40
Acids, alkalis and salts.....	161.4	158.7	164.7	118.72	117.91	112.96
Other chemical products.....	140.0	139.6	135.3	103.94	103.86	100.34
Miscellaneous manufacturing industries.....	164.4	161.8	152.7	78.72	79.55	75.52
<b>Construction</b> .....	<b>138.5</b>	<b>129.1</b>	<b>135.7</b>	<b>93.57</b>	<b>95.68</b>	<b>90.63</b>
Building and general engineering.....	135.0	129.0	129.6	99.46	101.90	96.41
Highways, bridges and streets.....	144.4	129.2	140.3	84.50	85.65	81.86
<b>Electric and motor transportation</b> .....	<b>152.1</b>	<b>149.2</b>	<b>147.3</b>	<b>92.71</b>	<b>92.72</b>	<b>89.19</b>
<b>Service</b> .....	<b>189.6</b>	<b>183.5</b>	<b>173.7</b>	<b>60.72</b>	<b>61.11</b>	<b>58.49</b>
Hotels and restaurants.....	163.0	155.8	150.2	45.93	46.03	44.22
Laundries and dry cleaning plants.....	161.4	158.8	142.1	54.19	54.60	52.51
<b>Industrial composite</b> .....	<b>133.0</b>	<b>129.1</b>	<b>127.7</b>	<b>86.63</b>	<b>86.80</b>	<b>83.70</b>

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963
				\$	\$	\$
Newfoundland.....	42.4	39.6	46.1	1.56	1.74	1.48
Nova Scotia.....	41.5	41.9	41.8	1.72	1.73	1.65
New Brunswick.....	41.1	41.9	41.2	1.64	1.59	1.59
Quebec.....	41.6	42.2	41.3	1.83	1.81	1.77
Ontario.....	41.5	41.5	41.1	2.13	2.13	2.04
Manitoba.....	40.5	40.3	40.5	1.84	1.84	1.81
Saskatchewan.....	40.0	39.6	39.7	2.09	2.08	2.02
Alberta (includes Northwest Territories)	40.1	40.6	40.4	2.07	2.10	2.04
British Columbia (includes Yukon Territory).....	38.1	38.8	38.4	2.45	2.43	2.36

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March*.....	40.7	2.01	81.84	196.1	145.2
April†.....	41.1	2.01	82.67	198.1	146.7
May*.....	41.4	2.02	83.55	200.2	147.9
June†.....	41.2	2.02	83.21	199.4	146.4

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.



# TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963
<b>Mining</b> .....	42.3	42.0	41.7	\$ 2.29	\$ 2.30	\$ 2.24	\$ 96.95	\$ 96.55	\$ 93.22
Metal mining.....	42.1	41.5	41.5	2.37	2.37	2.32	99.79	98.45	96.49
Gold.....	43.2	42.3	42.0	1.86	1.87	1.82	80.16	78.99	76.40
Other metal.....	41.8	41.2	41.3	2.34	2.54	2.52	106.27	104.83	103.94
Fuels.....	41.9	42.8	41.2	2.18	2.17	2.11	91.53	92.85	87.16
Coal.....	42.9	43.4	41.2	1.91	1.90	1.85	81.74	82.65	76.10
Oil and natural gas.....	40.4	41.7	41.3	2.67	2.67	2.54	107.86	111.36	104.81
Non-metal.....	43.2	43.6	42.8	2.10	2.11	2.03	90.92	92.25	86.97
<b>Manufacturing</b> .....	41.2	41.4	40.9	2.02	2.02	1.94	83.21	83.55	79.64
Durable goods.....	41.9	42.1	41.4	2.19	2.18	2.11	91.51	91.95	87.30
Non-durable goods.....	40.5	40.8	40.5	1.85	1.84	1.79	75.04	75.24	72.29
Food and beverages.....	41.1	41.1	41.3	1.74	1.75	1.67	71.47	71.96	69.15
Meat products.....	41.5	41.2	41.9	2.01	2.01	1.99	83.59	82.68	83.37
Canned and preserved fruits and vegetables.....	38.9	40.2	37.6	1.48	1.49	1.43	57.40	59.72	54.01
Grain mill products.....	42.0	42.7	42.2	1.95	1.95	1.87	81.76	83.20	78.77
Bread and other bakery products.....	41.9	41.2	42.1	1.73	1.72	1.65	72.29	70.88	69.34
Distilled liquors.....	41.6	41.1	42.8	2.36	2.34	2.28	98.18	96.02	97.44
Malt liquors.....	39.5	39.7	40.1	2.53	2.54	2.48	100.16	100.82	99.40
Confectionery.....	39.1	39.5	39.6	1.48	1.47	1.41	57.78	58.00	56.00
Tobacco and tobacco products.....	38.1	37.3	38.6	2.25	2.13	2.17	85.79	79.56	83.90
Rubber products.....	42.0	42.1	41.8	2.06	2.06	2.00	86.76	86.51	83.47
Leather products.....	39.0	39.8	39.2	1.39	1.38	1.33	54.11	55.08	51.98
Boots and shoes (except rubber).....	38.5	39.5	39.0	1.35	1.35	1.28	51.95	53.16	50.06
Other leather products.....	40.0	40.5	39.6	1.46	1.46	1.42	58.53	59.02	56.31
Textile products (except clothing).....	42.3	42.7	42.1	1.55	1.52	1.46	65.43	65.04	61.58
Cotton yarn and broad woven goods.....	41.8	41.7	40.9	1.59	1.51	1.48	66.58	63.19	60.73
Woollen goods.....	43.0	43.0	42.9	1.41	1.41	1.35	60.39	60.47	57.91
Synthetic textiles and silk.....	42.7	43.4	42.6	1.65	1.64	1.57	70.65	70.99	67.01
Clothing (textile and fur).....	37.6	38.6	37.4	1.32	1.31	1.26	49.42	50.46	47.17
Men's clothing.....	37.6	38.6	37.4	1.31	1.30	1.25	49.10	50.12	46.82
Women's clothing.....	34.8	36.6	34.5	1.42	1.40	1.36	49.39	51.26	46.94
Knit goods.....	41.1	41.7	40.8	1.22	1.22	1.17	50.04	50.74	47.68
*Wood products.....	41.2	42.0	42.5	1.76	1.76	1.72	72.77	73.76	71.30
Saw and planing mills.....	40.8	41.5	41.1	1.88	1.87	1.83	76.54	77.51	75.04
Furniture.....	41.9	42.8	42.1	1.60	1.60	1.55	67.14	68.40	65.36
Other wood products.....	42.7	43.2	43.2	1.48	1.48	1.42	63.01	63.84	61.43
Paper products.....	42.1	42.0	41.8	2.37	2.34	2.29	199.72	98.40	95.71
Pulp and paper mills.....	42.2	42.1	42.0	2.54	2.51	2.46	07.16	105.88	103.33
Other paper products.....	42.0	41.6	41.5	1.90	1.89	1.81	79.77	78.48	75.08
Printing, publishing and allied industries.....	39.0	39.0	38.5	2.48	2.50	2.39	96.60	97.47	92.03
*Iron and steel products.....	42.0	42.2	41.4	2.31	2.31	2.25	97.05	97.52	93.17
Agricultural implements.....	42.7	42.2	41.3	2.47	2.45	2.34	105.46	103.69	96.34
Fabricated and structural steel.....	42.9	42.5	41.9	2.26	2.22	2.22	96.85	94.63	93.22
Hardware and tools.....	43.2	43.4	43.1	1.91	1.90	1.87	82.35	82.46	80.46
Heating and cooking appliances.....	41.0	40.4	41.2	1.99	1.99	1.91	81.45	80.43	78.57
Iron castings.....	42.2	42.5	41.4	2.23	2.23	2.13	94.03	94.86	88.18
Machinery, industrial.....	43.3	42.9	41.8	2.19	2.17	2.10	94.83	93.28	87.80
Primary iron and steel.....	40.6	41.6	40.7	2.68	2.71	2.67	108.80	112.95	108.81
Sheet metal products.....	42.0	42.0	41.9	2.25	2.22	2.17	94.22	93.33	90.99
Wire and wire products.....	42.8	43.1	42.3	2.27	2.25	2.19	97.07	96.92	92.74
*Transportation equipment.....	42.1	42.5	41.3	2.39	2.40	2.29	100.92	101.70	94.50
Aircraft and parts.....	41.8	42.4	40.9	2.36	2.34	2.23	98.57	99.43	91.08
Motor vehicles.....	44.2	44.4	42.5	2.67	2.67	2.52	117.87	118.72	107.24
Motor vehicle parts and accessories.....	41.6	42.6	40.7	2.33	2.34	2.19	96.78	99.57	89.00
Railroad and rolling stock equipment.....	41.5	41.0	40.5	2.22	2.23	2.17	92.23	91.29	87.80
Shipbuilding and repairing.....	40.5	40.4	41.2	2.29	2.27	2.26	92.54	91.95	93.25
*Non-ferrous metal products.....	41.0	41.2	40.7	2.27	2.27	2.25	93.11	93.63	91.56
Aluminum products.....	41.4	41.9	41.3	2.02	2.05	2.01	83.61	85.77	83.01
Brass and copper products.....	42.4	42.6	41.5	2.17	2.18	2.10	91.96	92.75	87.29
Smelting and refining.....	40.5	40.7	40.2	2.53	2.52	2.52	102.53	102.56	101.52
*Electrical apparatus and supplies.....	41.5	40.9	40.8	2.02	2.00	1.95	84.01	81.83	79.54
Heavy electrical machinery and equipment.....	42.0	41.7	41.3	2.26	2.25	2.19	95.01	93.89	90.29
Telecommunication equipment.....	39.8	39.8	40.2	1.76	1.76	1.73	70.30	69.87	69.69
Refrigerators, vacuum cleaners and appliances.....	40.5	40.2	40.1	2.10	2.08	2.02	85.01	83.70	82.32
Wire and cable.....	45.1	41.7	41.8	2.30	2.23	2.18	103.93	92.98	91.23
Miscellaneous electrical products.....	42.0	41.4	40.7	1.93	1.90	1.85	81.07	78.76	75.27
*Non-metallic mineral products.....	43.5	43.9	43.6	2.06	2.06	1.98	89.74	90.15	86.12
Clay products.....	43.2	42.7	42.8	1.83	1.85	1.79	79.01	79.17	76.51
Glass and glass products.....	41.1	41.2	41.0	2.10	2.08	2.00	86.51	85.42	82.03
Products of petroleum and coal.....	41.5	42.2	42.2	2.83	2.87	2.76	117.46	121.10	116.63
Chemical products.....	41.4	41.3	40.9	2.24	2.23	2.18	92.53	92.20	89.21
Medicinal and pharmaceutical preparations.....	40.0	39.6	40.0	1.74	1.74	1.70	69.71	69.00	68.09
Acids, alkalis and salts.....	41.8	41.5	40.6	2.58	2.57	2.51	107.96	106.53	101.96
Miscellaneous manufacturing industries.....	41.2	41.7	41.2	1.66	1.66	1.60	68.12	68.98	65.82
Professional and scientific equipment.....	40.9	41.3	40.2	1.96	1.96	1.95	80.08	81.15	78.31
<b>Construction</b> .....	41.1	42.0	41.9	2.20	2.22	2.11	90.42	93.39	88.36
Building and general engineering.....	39.8	41.1	40.4	2.42	2.43	2.32	96.49	99.62	93.68
Highways, bridges and streets.....	43.2	43.7	44.5	1.84	1.87	1.78	79.66	81.75	79.07
<b>Electric and motor transportation</b> .....	44.9	45.0	44.4	2.06	2.07	2.01	92.63	93.14	89.23
<b>Service</b> .....	37.1	37.1	38.0	1.19	1.20	1.13	41.23	44.75	43.04
Hotels and restaurants.....	36.7	36.3	37.6	1.15	1.17	1.09	42.16	42.42	40.88
Laundries and dry cleaning plants.....	40.1	40.7	40.0	1.15	1.14	1.09	45.98	46.24	43.49

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 923.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
September, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
September, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
September, 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
September, 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
September, 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October, 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November, 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December, 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January, 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February, 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March, 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April, 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May, 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June, 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July, 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August, 1964 <sup>(1)</sup> .....	30,171	24,058	54,229	197,724 <sup>r</sup>	109,554 <sup>r</sup>	307,278 <sup>r</sup>
September, 1964 <sup>(1)</sup> .....	33,621	23,591	57,212	173,988	104,907	278,895

<sup>(1)</sup>Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

r.Revised.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1960-1963 AND DURING MONTH AUGUST 1963—AUGUST 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—August.....	198,464	94,109	87,258	54,999	70,874	41,013
1963—September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,578
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	109,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August <sup>(1)</sup> .....	198,847	97,928	86,901	56,448	69,893	41,514

<sup>(1)</sup>Preliminary.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING AUGUST 1964.<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from August 1963
<b>Agriculture, Fishing, Trapping</b> .....	<b>14,220</b>	<b>8,276</b>	<b>22,496</b>	<b>— 2,787</b>
<b>Forestry</b> .....	<b>2,376</b>	<b>26</b>	<b>2,402</b>	<b>— 802</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>868</b>	<b>49</b>	<b>917</b>	<b>+ 165</b>
Metal Mining.....	497	8	505	+ 47
Fuels.....	168	23	191	+ 42
Non-Metal Mining.....	61	4	65	+ 12
Quarrying, Clay and Sand Pits.....	69	—	69	+ 16
Prospecting.....	73	14	87	+ 48
<b>Manufacturing</b> .....	<b>15,164</b>	<b>12,837</b>	<b>28,001</b>	<b>+ 1,535</b>
Foods and Beverages.....	2,723	6,082	8,805	— 36
Tobacco and Tobacco Products.....	27	53	80	+ 44
Rubber Products.....	108	51	159	+ 28
Leather Products.....	229	306	535	— 46
Textile Products (except clothing).....	563	487	1,050	+ 95
Clothing (textile and fur).....	511	1,908	2,419	— 38
Wood Products.....	1,967	236	2,203	— 67
Paper Products.....	1,137	426	1,563	+ 320
Printing, Publishing and Allied Industries.....	340	560	900	+ 23
Iron and Steel Products.....	2,727	409	3,136	+ 405
Transportation Equipment.....	2,020	288	2,308	+ 450
Non-Ferrous Metal Products.....	460	240	700	— 19
Electrical Apparatus and Supplies.....	591	817	1,408	+ 290
Non-Metallic Mineral Products.....	639	104	743	+ 93
Products of Petroleum and Coal.....	42	10	52	— 12
Chemical Products.....	428	272	700	— 8
Miscellaneous Manufacturing Industries.....	652	588	1,240	+ 13
<b>Construction</b> .....	<b>11,356</b>	<b>203</b>	<b>11,559</b>	<b>— 805</b>
General Contractors.....	7,472	120	7,592	— 193
Special Trade Contractors.....	3,884	83	3,967	— 612
<b>Transportation, Storage and Communication</b> .....	<b>7,182</b>	<b>361</b>	<b>7,543</b>	<b>+ 1,803</b>
Transportation.....	6,631	179	6,810	+ 1,659
Storage.....	464	57	521	+ 129
Communication.....	87	125	212	+ 15
<b>Public Utility Operation</b> .....	<b>215</b>	<b>40</b>	<b>255</b>	<b>— 98</b>
<b>Trade</b> .....	<b>7,668</b>	<b>5,320</b>	<b>12,988</b>	<b>+ 522</b>
Wholesale.....	3,313	1,594	4,907	+ 127
Retail.....	4,355	3,726	8,081	+ 395
<b>Finance, Insurance and Real Estate</b> .....	<b>585</b>	<b>1,059</b>	<b>1,644</b>	<b>+ 260</b>
<b>Service</b> .....	<b>10,259</b>	<b>13,343</b>	<b>23,602</b>	<b>— 273</b>
Community or Public Service.....	592	1,362	1,954	+ 60
Government Service.....	2,126	892	3,018	+ 552
Recreation Service.....	1,485	258	1,743	— 409
Business Service.....	1,870	1,016	2,886	— 356
Personal Service.....	4,186	9,815	14,001	— 120
<b>GRAND TOTAL</b> .....	<b>69,893</b>	<b>41,514</b>	<b>111,407</b>	<b>— 480</b>

<sup>(1)</sup>Preliminary.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT AUGUST 31, 1964<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	7,111	2,043	9,154
Clerical Workers.....	15,698	42,983	58,681
Sales Workers.....	6,522	12,655	19,177
Personal and Domestic Service Workers.....	25,366	20,083	45,449
Seamen.....	691	12	703
Agriculture, Fishing, Forestry (Ex. log.).....	4,925	645	5,570
Skilled and Semi-Skilled Workers.....	69,494	11,404	80,898
Food and kindred products (incl. tobacco).....	694	284	978
Textiles, clothing, etc.....	1,408	6,574	7,982
Lumber and lumber products.....	4,512	101	4,613
Pulp, paper (incl. printing).....	981	353	1,334
Leather and leather products.....	647	541	1,188
Stone, clay and glass products.....	206	31	237
Metalworking.....	8,275	727	9,002
Electrical.....	1,765	754	2,519
Transportation equipment.....	979	69	1,048
Mining.....	950	.....	950
Construction.....	14,502	2	14,504
Transportation (except seamen).....	12,938	95	13,033
Communications and public utility.....	328	.....	328
Trade and service.....	3,244	1,072	4,316
Other skilled and semi-skilled.....	12,392	598	12,990
Foremen.....	1,481	197	1,678
Apprentices.....	4,192	6	4,198
Unskilled Workers.....	67,917	19,729	87,646
Food and tobacco.....	1,980	4,282	6,262
Lumber and lumber products.....	5,134	303	5,437
Metalworking.....	3,109	509	3,618
Construction.....	26,174	.....	26,174
Other unskilled workers.....	31,520	14,635	46,155
<b>GRAND TOTAL.....</b>	<b>197,724</b>	<b>109,554</b>	<b>307,278</b>

<sup>(1)</sup>Preliminary.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT AUGUST 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) August 31, 1964	Previous Year August 30, 1963		(1) August 31, 1964	Previous Year August 30, 1963
<b>Newfoundland.....</b>	<b>7,900</b>	<b>6,177</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	1,563	1,090	Sherbrooke.....	3,220	3,081
Grand Falls.....	667	526	Sorel.....	1,564	1,067
St. John's.....	5,670	4,561	Thetford Mines.....	1,466	1,350
<b>Prince Edward Island.....</b>	<b>1,096</b>	<b>1,143</b>	Trois-Rivières.....	2,549	2,732
Charlottetown.....	707	571	Val d'Or.....	917	1,195
Summerside.....	389	572	Valleyfield.....	1,177	1,673
<b>Nova Scotia.....</b>	<b>11,805</b>	<b>11,055</b>	Victoriaville.....	1,257	844
Amherst.....	322		Ville St. Georges.....	1,086	913
Bridgewater.....	454	455	<b>Ontario.....</b>	<b>109,533</b>	<b>110,990</b>
Halifax.....	4,546	3,664	Arnprior.....	209	194
Inverness.....	165	201	Barrie.....	784	750
Kentville.....	752	783	Belleville.....	1,191	1,248
Liverpool.....	244	211	Bracebridge.....	265	233
New Glasgow.....	890	1,327	Brampton.....	1,037	1,260
Springhill.....	208	422	Brantford.....	1,589	1,508
Sydney.....	2,600	1,874	Brockville.....	327	261
Sydney Mines.....	446	470	Carleton Place.....	147	207
Truro.....	556	678	Chatham.....	1,494	1,330
Yarmouth.....	622	573	Cobourg.....	869	631
<b>New Brunswick.....</b>	<b>9,400</b>	<b>9,844r</b>	Collingwood.....	399	495
Bathurst.....	937	849	Cornwall.....	1,395	1,318
Campbellton.....	964	817	Elliot Lake.....	292	294
Edmundston.....	415	455	Fort Erie.....	260	263
Fredericton.....	964	958	Fort Frances.....	263	178
Minto.....	143	187	Fort William.....	1,097	1,028
Moncton <sup>(2)</sup> .....	2,126	2,385	Galt.....	706	666
Newcastle.....	799	841	Gananoque.....	113	84
Saint John.....	2,223	2,499	Goderich.....	204	193
St. Stephen.....	392	343	Guelph.....	779	887
Sussex.....	156	210	Hamilton.....	8,592	8,817
Woodstock.....	281	300r	Hawkesbury.....	354	315
<b>Quebec.....</b>	<b>99,427</b>	<b>105,671r</b>	Kapuskasing.....	411	606
Alma.....	1,287	1,508	Kenora.....	338	290
Asbestos.....	327	249	Kingston.....	1,452	1,280
Baie Comeau.....	439	337	Kirkland Lake.....	428	401
Beauharnois.....	832	1,082	Kitchener.....	1,615	1,436
Buckingham.....	361	485	Leamington.....	195	492
Causapscal.....	501	415	Lindsay.....	634	689
Chandler.....	629	711	Listowel.....	110	122
Chicoutimi.....	1,472	1,747	London.....	3,410	3,163
Cowansville.....	217	221	Long Branch.....	2,672	2,837
Dolbeau.....	632	795	Midland.....	306	330
Drummondville.....	1,414	1,314	Napanee.....	187	232
Farnham.....	228	247	New Liskeard.....	286	295
Forestville.....	187	209	Newmarket.....	588	561
Gaspé.....	476	698	Niagara Falls.....	628	1,001
Granby.....	1,190	1,386	North Bay.....	669	668
Hull.....	2,007	1,950	Oakville.....	684	736
Joliette.....	2,835	2,642	Orillia.....	509	440
Jonquière.....	1,720	2,066	Oshawa.....	9,019	10,874
Lachute.....	336	413	Ottawa.....	4,211	4,468
Lac Mégantic.....	423	385	Owen Sound.....	533	686
La Malbaie.....	375	392	Parry Sound.....	202	135
La Tuque.....	429	522	Pembroke.....	678	812
Lévis.....	2,122	2,020	Perth.....	250	197
Louiseville.....	489	517	Peterborough.....	1,643	1,906
Magog.....	355	315	Pictou.....	186	135
Maniwaki.....	296	289	Port Arthur.....	1,217	1,299
Matane.....	524	498	Port Colborne.....	419	453
Mont-Laurier.....	467	454	Prescott.....	369	303
Montmagny.....	730	706	Renfrew.....	321	244
Montréal.....	39,674	44,967	St. Catharines.....	3,204	3,045
New Richmond.....	633	526	St. Thomas.....	519	422
Port Alfred.....	394	619	Sarnia.....	2,115	1,793
Québec.....	9,487	8,532	Sault Ste. Marie.....	1,612	1,574
Rimouski.....	890	1,068r	Simcoe.....	878	651
Rivière du Loup.....	1,287	1,471	Smiths Falls.....	216	213
Roberval.....	986	893	Stratford.....	465	335
Rouyn.....	1,029	1,342	Sturgeon Falls.....	245	401
Ste. Agathe des Monts.....	270	261	Sudbury.....	1,946	3,603
Ste. Anne de Bellevue.....	630	525	Tillsonburg.....	238	173
Ste. Thérèse.....	1,431	1,400	Timmins.....	995	932
St. Hyacinthe.....	792	1,070	Toronto.....	29,210	26,597
St. Jean.....	1,368	1,354	Trenton.....	533	554
St. Jérôme.....	1,114	964	Walkerton.....	284	255
Sept Îles.....	586	1,047	Wallaceburg.....	311	346
Shawinigan.....	2,320	2,204	Welland.....	2,022	1,307
			Weston.....	2,509	2,353
			Windsor.....	5,271	6,705
			Woodstock.....	424	480

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS  
AT AUGUST 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) August 31, 1964	Previous Year August 30, 1963		(1) August 31, 1964	Previous Year August 30, 1963
<b>Manitoba</b> .....	<b>11,403</b>	<b>10,920</b>	<b>British Columbia</b> .....	<b>34,227</b>	<b>35,264</b>
Brandon.....	727	715	Chilliwack.....	732	711
Dauphin.....	367	355	Courtenay.....	394	610
Flin Flon.....	133	106	Cranbrook.....	398	352
Portage la Prairie.....	333	362	Dawson Creek.....	565	803
The Pas.....	250	161	Duncan.....	465	630
Winnipeg.....	9,593	9,221	Kamloops.....	1,289	549
<b>Saskatchewan</b> .....	<b>6,109</b>	<b>5,984</b>	Kelowna.....	573	539
Estevan.....	116	114	Mission City.....	497	515
Lloydminster.....	65	97	Nanaimo.....	465	749
Moose Jaw.....	473	453	Nelson.....	386	373
North Battleford.....	273	407	New Westminster.....	5,068	4,828
Prince Albert.....	659	835	Penticton.....	566	634
Regina.....	1,950	1,566	Port Alberni.....	365	479
Saskatoon.....	1,851	1,688	Prince George.....	1,449	944
Swift Current.....	189	217	Prince Rupert.....	670	483
Weyburn.....	95	78	Quesnel.....	389	502
Yorkton.....	438	529	Trail.....	447	458
<b>Alberta</b> .....	<b>16,378</b>	<b>16,901</b>	Vancouver.....	16,350	17,394
Blairmore.....	114	209	Vernon.....	569	575
Calgary.....	5,688	5,835	Victoria.....	2,362	2,644
Drumheller.....	240	196	Whitehorse.....	228	155
Edmonton.....	7,454	7,990	<b>CANADA</b> .....	<b>307,278</b>	<b>313,949r</b>
Edson.....	129	152			
Grande Prairie.....	554	496			
Lethbridge.....	891	947	Males.....	197,724	207,725r
Medicine Hat.....	681	553			
Red Deer.....	627	523	Females.....	109,554	106,224r

(1) Preliminary subject to revision

(2) Includes 368 registrations reported by the Magdalen Islands local office.

r-Revised.



## Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicant's highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month*. Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices

but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported*. In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfer-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 927.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

*SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1964—June.....	4,237,000	4,035,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700
March.....	4,348,000	3,750,700	597,300
February.....	4,339,000	3,731,900	607,100
January.....	4,334,000	3,735,400	598,600
1963—December.....	4,326,000	3,793,700	532,300
November.....	4,192,000	3,888,600	303,400
October.....	4,125,000	3,906,100	218,900
September.....	4,122,000	3,935,700	186,300
August.....	4,132,000	3,939,500	192,500
July.....	4,086,000	3,867,000	219,000
June.....	4,077,000	3,856,700	220,300



**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, JULY 31, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	June 30 1964	July 31, 1963
Canada.....	205,326	96,674	53,419	33,498	21,735	201,919	218,974
Male.....	127,243	65,523	30,994	18,822	11,904	127,241	140,675
Female.....	78,083	31,151	22,425	14,676	9,831	74,678	78,299
Newfoundland.....	4,687	1,522	1,399	1,156	610	6,528	5,021
Male.....	3,764	1,270	1,148	906	440	5,342	4,010
Female.....	923	252	251	250	170	1,186	1,011
Prince Edward Island.....	766	404	192	110	60	694	806
Male.....	531	312	122	57	40	466	504
Female.....	235	92	70	53	20	228	302
Nova Scotia.....	9,227	3,328	2,604	1,933	1,362	9,467	9,129
Male.....	6,619	2,546	1,832	1,331	910	6,837	6,616
Female.....	2,608	782	772	602	452	2,630	2,513
New Brunswick.....	8,054	3,426	2,239	1,757	632	8,303	8,141
Male.....	5,401	2,229	1,535	1,289	348	5,834	5,798
Female.....	2,653	1,197	704	468	284	2,469	2,343
Quebec.....	64,252	29,356	18,777	9,828	6,291	65,459	66,712
Male.....	41,346	19,812	11,965	5,935	3,634	43,604	43,914
Female.....	22,906	9,544	6,812	3,893	2,657	21,854	22,798
Ontario.....	80,062	44,194	17,894	10,451	7,523	63,598	85,663
Male.....	47,751	30,384	8,622	4,933	3,812	35,038	54,233
Female.....	32,311	13,810	9,272	5,518	3,711	28,560	31,430
Manitoba.....	6,628	2,091	1,738	1,707	1,092	7,726	7,406
Male.....	3,628	1,221	960	857	590	4,547	4,063
Female.....	3,000	870	778	850	502	3,179	3,343
Saskatchewan.....	3,401	1,124	854	861	562	3,586	3,844
Male.....	1,643	582	407	366	288	1,850	1,914
Female.....	1,758	542	447	495	274	1,736	1,930
Alberta.....	9,334	3,898	2,392	1,976	1,068	10,691	10,310
Male.....	5,561	2,452	1,348	1,181	580	6,807	6,370
Female.....	3,773	1,446	1,044	795	488	3,884	3,940
British Columbia.....	18,915	7,331	5,330	3,719	2,535	25,867	21,942
Male.....	10,999	4,715	3,055	1,967	1,262	16,915	13,253
Female.....	7,916	2,616	2,275	1,752	1,273	8,952	8,689

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
JULY, 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at end of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,397	1,011	386	1,195	672	523	712
Prince Edward Island.....	389	261	128	407	287	120	108
Nova Scotia.....	3,695	2,215	1,480	3,783	2,778	1,005	1,108
New Brunswick.....	3,434	2,452	982	3,411	2,356	1,055	1,242
Quebec.....	32,779	20,562	12,217	32,216	22,069	10,147	13,164
Ontario.....	51,601	33,792	17,809	45,033	35,044	9,989	19,726
Manitoba.....	2,399	1,722	677	2,480	1,672	808	729
Saskatchewan.....	1,233	903	330	1,149	731	418	412
Alberta.....	3,545	2,531	1,014	3,575	2,261	1,314	1,289
British Columbia (incl. Yukon Territory).....	8,467	5,473	2,994	9,246	5,984	3,262	2,789
Total, Canada, July 1964.....	108,939	70,922	38,017	102,495	73,854	28,641	41,279
Total, Canada, June 1964.....	86,827	58,236	28,591	84,723	55,440	29,283	34,835
Total, Canada, July 1963.....	112,856	72,302	40,554	101,592	73,090	28,502	41,353

\*In addition, revised claims received numbered 33,086.

†In addition, 22,702 revised claims were disposed of. Of these, 2,636 were special requests not granted and 1,354 appeals by claimants. There were 6,823 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JULY 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	15,771	353,951
Prince Edward Island.....	2,376	49,590
Nova Scotia.....	29,946	665,228
New Brunswick.....	24,627	557,781
Quebec.....	189,065	4,512,695
Ontario.....	201,501	4,740,166
Manitoba.....	18,564	410,834
Saskatchewan.....	11,114	250,140
Alberta.....	32,228	805,043
British Columbia (including Yukon Territory).....	69,815	1,740,503
Total, Canada, July 1964.....	595,007	14,085,931
Total, Canada, June 1964.....	684,182	16,537,735
Total, Canada, July 1963.....	663,594	15,506,192

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.



## Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifica-

tions imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	123.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1964**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Aug. 1963	July 1964	Aug. 1964							
①St. John's, Nfld..	121.7	121.9	122.5	120.1	116.0	114.2	121.2	164.1	148.4	114.3
Halifax.....	132.5	132.7	132.8	130.5	133.5	127.9	135.4	166.9	169.9	124.6
Saint John.....	134.1	135.5	135.5	135.9	133.2	126.7	140.9	187.0	154.4	124.5
Montreal.....	133.7	135.8	135.5	140.8	135.6	110.3	157.8	174.7	151.6	123.7
Ottawa.....	135.0	136.9	136.6	136.0	137.3	123.7	156.1	172.9	148.0	125.3
Toronto.....	135.6	137.6	137.4	132.8	140.6	125.0	140.4	165.0	187.5	123.2
Winnipeg.....	131.0	132.4	132.4	132.6	128.5	124.9	134.5	182.5	142.0	127.2
Saskatoon-Regina..	129.2	130.5	130.5	132.8	128.0	131.4	133.5	147.9	146.1	119.9
Edmonton-Calgary	128.0	128.7	129.0	127.6	127.0	128.3	128.7	169.9	144.5	119.6
Vancouver.....	132.2	133.3	133.2	132.7	135.5	122.1	139.3	155.4	150.0	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540, June issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963: August.....	31	58	11,882	75,130	0.07
September.....	31	64	9,643	87,760	0.08
October.....	51	83	26,625	143,980	0.12
November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964: January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS  
AUGUST 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			.....
Mines.....	3	3,189	33,930
Manufacturing.....	41	5,043	64,470
Construction.....	9	1,376	7,640
Transpn. & utilities.....	6	299	540
Trade.....	5	66	890
Finance.....	1	13	50
Service.....	3	1,432	680
Public administration.....			.....
All industries.....	68	11,418	108,200

**TABLE G-3—STRIKES AND LOCKOUTS  
AUGUST 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			.....
Prince Edward Island...			.....
Nova Scotia.....	2	1,087	1,430
New Brunswick.....			.....
Quebec.....	11	3,419	32,810
Ontario.....	36	3,762	35,850
Manitoba.....	7	2,565	30,990
Saskatchewan.....	2	66	890
Alberta.....	1	20	400
British Columbia.....	7	374	5,660
Federal.....	2	125	170
All jurisdictions.....	68	11,418	108,200

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date  Termination Date	Major Issues ~ Result
			Aug.	Accu- mulated		
<b>MINES</b>						
<i>Metal</i> Anaconda Company, Britannia Beach, B.C.	Mine, Mill and Smelter Workers Loc 663 (Ind.)	289	4,770	4,770	Aug. 11 .....	Wages, hours~
International Nickel, Thompson, Man.	Steelworkers Loc. 6166 (AFL-CIO/CLC)	1,875	28,130	28,130	Aug. 11 .....	Wages~
<i>Mineral Fuels</i> Old Sydney Collieries, (Princess Mine), Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	1,025	1,030	1,030	Aug. 25 Aug. 26	Duties of contract-men~Re- turn of workers.
<b>MANUFACTURING</b>						
<i>Food and Beverages</i> Ogilvie Flour Mills, Montreal, Que.	CNTU	350	700	700	Aug. 6 Aug. 10	Suspension of 22 workers who refused to do overtime~Re- turn of workers with accep- tance of contract conditions of overtime.
Kellough Bros., Palm Dairies and Thunder Bay Co-op. Dairy, Fort William and Port Arthur, Ont.	Teamsters Loc. 990 (Ind.)	117	120	120	Aug. 19 Aug. 20	Wages, hours~\$10. a mo. in- crease retroactive to Jan. 1, 1964, \$10. Jan. 1, 1965, \$5. June 1, 1965, \$10. Jan. 1, 1966; reduction of hours.
<i>Paper</i> Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,000	12,800	June 1 .....	Wages~
Appleford Paper Products, Hamilton, Ont.	Printing Pressmen Loc. 540 (AFL-CIO/CLC)	209	2,090	2,090	Aug. 18 .....	Wages~
<i>Printing and Publishing</i> La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	24,000	73,200	June 3 .....	Automation, hours, sick leave, vacations, apprentice rates~
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	680	13,600	24,820	July 9 .....	Working conditions as affect- ed by computers~
<i>Primary Metals</i> Wolverine Tube (Div. of Cal- umet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	125	1,130	1,130	Aug. 19 .....	Wages, other improvements ~
<i>Metal Fabricating</i> Nicholson File Canada, Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	225 (30)	2,030	2,030	Aug. 19 .....	Wages, seniority, union secur- ity, check off~
<i>Electrical Products</i> Amalgamated Electric, Markham, Ont.	U.E. Loc. 542 (Ind.)	101	2,600	7,030	June 22 .....	Wages~
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	308	3,540	3,540	Aug. 14 .....	Wages, incentive bonus, sen- iority~
Canadian General Electric, Guelph, Peterborough and Toronto, Ont.	Technical Engineers Loc. 164 (AFL-CIO/CLC)	296	980	980	Aug. 26 .....	Wages, hours~
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	420	420	420	Aug. 31 .....	Wages, working conditions, seniority provisions~



TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Aug.	Accu- mulated		
CONSTRUCTION Winnipeg Builders' Exchange (Masonry Contractors' Assoc.), Winnipeg, Man. Canadian Comstock, Kirkland Lake, Ont.	Bricklayers Loc. 1 (AFL-CIO/CLC)  Building trades unions (Sudbury Council AFL-CIO)	500  409	2,000  1,640	5,000  1,640	July 24 Aug. 10  Aug. 11 Aug. 17	Wages~10¢ an hr. increase immediately, 5¢ Sep. 1, 1964, 10¢ May 1, 1965, 15¢ May 1, 1966. Work jurisdiction, meeting- time for union stewards, recognition of union stewards, council~Work jurisdiction to be discussed with union and management, stewards to be permitted time for union business, company does not have to recognize stewards' council.
Various building contractors at York University, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	172	860	860	Aug. 21 Aug. 28	Non-union contractor em- ployed on project~Pickets removed when non-union contract cancelled.
TRANSPN. & UTILITIES Transportation Hamilton Shipping,* Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	100	130	130	Aug. 10 Aug. 13	Disciplinary suspension of one worker~Return of work- ers when duration of suspen- sion reduced.
SERVICE Health and Welfare Several hospitals, Montreal and Valleyfield Quc.	Service Employees' Federation (CNTU)	1,400	500	500	Aug. 27 Aug. 27	Wages, job security, pension and insurance plans~\$4. a wk. increase retroactive to Jan. 1, 1964, \$5. Jan. 1, 1965, an additional \$5. for em- ployees with five or more years service; other im- proved benefits.

Figures in parentheses indicate the number of workers indirectly affected.

\*Federal jurisdiction.

## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE SECOND QUARTER OF 1964**

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unspecified	Total
Striking against or stepping on objects .....					1								1
Struck by:													
(a) tools, machinery, cranes, etc.....				1	1	1	1						4
(b) moving vehicles.....	1				2	2	4						9
(c) other objects.....	1	11		10	5	8	3	1			2		42
Caught in, on or between machinery, vehicles, etc.....	7	3		2	6	4	1		1				24
Collisions, derailments, wrecks, etc.....	3			2	4	4	14	1	1		6		35
Falls and slips:													
(a) on same level.....		1		1	2	1	1	1	1		1		9
(b) to different levels.....	1	6	3		7	10	8	1	1		6		43
Conflagrations, temperature extremes and explosions .....				1	10	3	2						16
Inhalation, absorptions, asphyxiation and industrial diseases.....				6	12	1					2		21
Electric current.....	1				1	2	2	2					8
Over-exertion.....					3	5	2				1		11
Miscellaneous accidents.....		1			1	1		1			1		5
<b>Total.....</b>	<b>14</b>	<b>22</b>	<b>3</b>	<b>23</b>	<b>55</b>	<b>42</b>	<b>38</b>	<b>7</b>	<b>5</b>	<b>....</b>	<b>19</b>	<b>....</b>	<b>228*</b>

\*Of this total 182 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 46 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND PROVINCE, DURING THE SECOND QUARTER OF 1964**

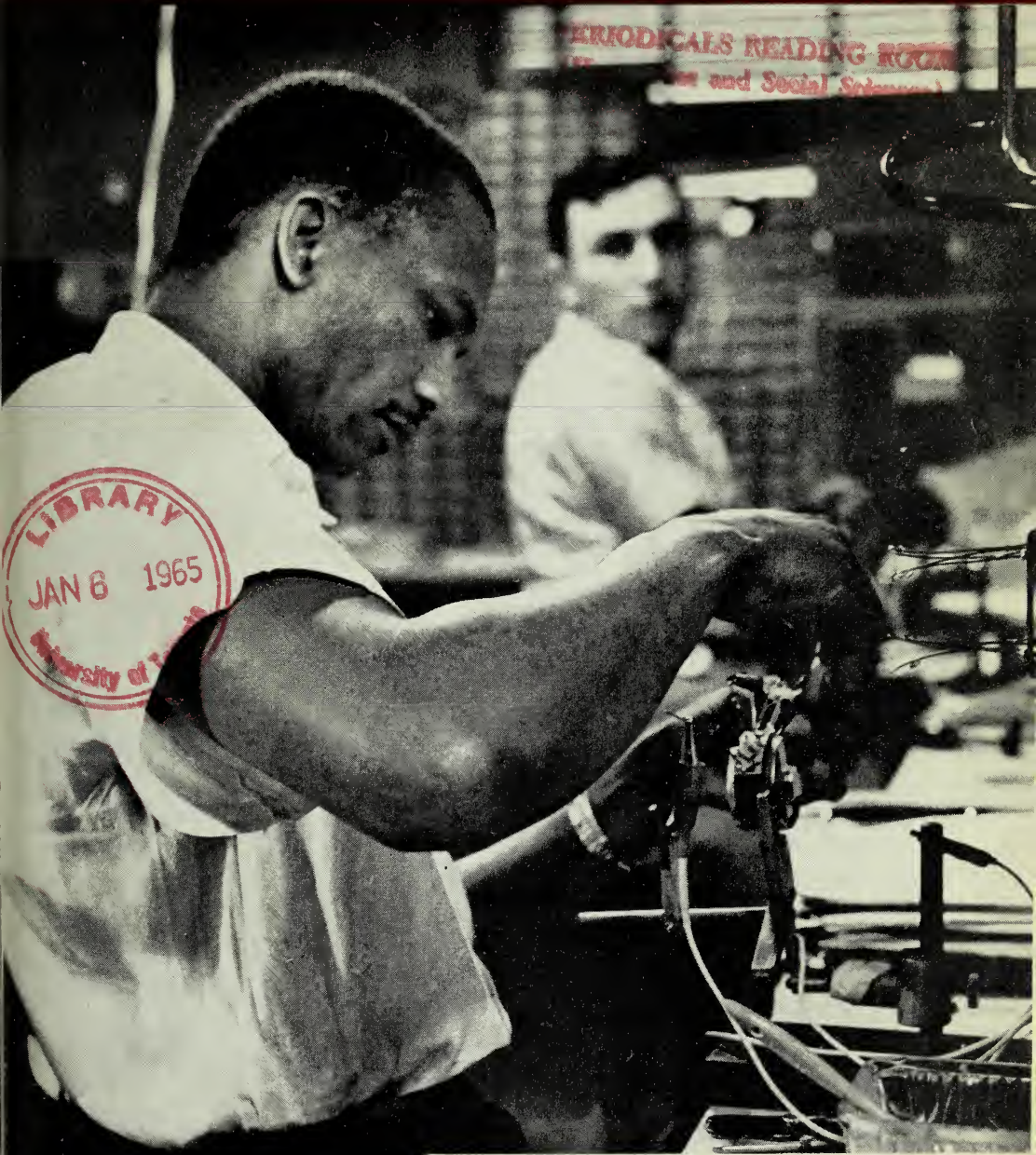
(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture.....			1		1	7	3			2		14
Logging.....			1	1	1	6		1	1	11		22
Fishing and Trapping.....			3									3
Mining and Quarrying.....	2		2		2	8	1		4	4		23
Manufacturing.....			4	2	8	27		1	6	7		55
Construction.....			2	2	14	11	2	1	4	5	1	42
Transportation, Storage and Communication.....	1		4	2	3	14	4		4	6		38
Public Utilities.....						7						7
Trade.....						1	1	1	1	1		5
Finance.....												
Service.....					2	6	3	3	3	2		19
Unclassified.....												
<b>Total.....</b>	<b>3</b>	<b>....</b>	<b>17</b>	<b>7</b>	<b>31</b>	<b>87</b>	<b>14</b>	<b>7</b>	<b>23</b>	<b>38</b>	<b>1</b>	<b>228*</b>

\*See footnote to Table H-1.



# LABOUR GAZETTE



Anti-Discrimination Legislation in Canada, 1964 (p. 939).

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(Continued on page three of cover)



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister

George V. Haythorne, Deputy Minister

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## Labour Department-University Research Program

*Grants for 1964 number 13 and have total value of \$22,900  
In Program's 14 years, 1951-64, grants have totalled 95 and  
value has totalled \$104,545. Twenty studies published so far*

Thirteen grants with a total value of \$22,900 have been made under the Labour Department-University Research Program for 1964-65. Twenty-one applications requesting a total of \$43,100 had been received.

Grants last year numbered 12 and totalled \$14,695.

Since the program began in 1951, grants have totalled \$104,545.

Under the Labour Department-University Research Program, grants are made to encourage research that will bring about an increased understanding of the characteristics and the role of manpower and industrial relations in the Canadian economy. Financial assistance is given to provide support to qualified persons undertaking such research studies.

Since 1951, the Department of Labour, in co-operation with representatives of Canadian universities, has awarded grants annually. In the beginning, the grants were for research in industrial relations. In 1962, the Program was expanded to cover all aspects of labour economics in Canada, and grants are now offered for studies in such subjects as changing manpower requirements, adaptation of manpower, investment in education and training, and unemployment.

Applications will be accepted from post-graduate students, university faculty members, and others possessing research qualifications provided they are Canadian citizens or have a degree from a Canadian university. The postgraduate training of students must be in a field of social science.

### 1964 Grants

The 1964 grants were made for the following studies:

—"The Consequence of Provincial Jurisdiction for the Process of Company-Wide Collective Bargaining in Canada: A Study of the Packinghouse Industry"—Alton W. J. Craig.

—"An Analysis of the Impact on Wages and Fringe Benefits of International Unions

Bargaining in Canada—Experience in Six Industries"—Bryan M. Downie.

—"White-Collar Unionization: A Study of the Banks, the Staff Associations and a National Union of Bank Employees"—John Howard Goodwin.

—"Labour-Management Relations in the Construction Industry"—Peter Garfield Green.

—"Bibliography and Source Materials on Canadian Industrial and Labour Relations"—Fraser A. Isbester.

—"Industrial Relations and Dispute Settlement in the Pulp and Paper Industry in Eastern Canada, 1950-1966"—Hem C. Jain.

—"The Treatment of Public Interest Disputes in the Province of Quebec and the Attitudes and Philosophy That Have Led to Such Treatment"—Jack Sandor Klein.

—"An Investigation of the Drop-out Ratio from the Federal Government's Retraining Program for Unemployed Workers"—Edward William Mann.

—"The University and Occupational Choice"—Bruce McFarlane.

—"The Relation of Skilled to Unskilled Wages (with special reference to Canada)"—Jean-Luc Migue.

—"Development of a Short-Run (6, 9, 12 months) Forecasting Model of Over-all Participation in the Canadian Labour Force"—Alexei Nicholas Polianski.

—"Public Evaluation of Occupations in Canada"—John Porter.

—"Bi-National Unionism and the Canadian Union Movement, 1880-1920"—C. Brian Williams.

In the 14 years since the Program's beginning and including the latest awards, 95 grants have been made, with a total value of \$104,545. The Program to date has produced 20 publications.

Requests for information about the Program or the grants should be sent to the Secretary, Labour Department-University Research Committee, Economics and Research Branch, Department of Labour, Ottawa.



## 50 Years Ago This Month

*Depression continues, and some wages reduced in unorganized plants; but in establishments with collective agreement there was little cutting of rates. Orders for war supplies begin*

During October 1914, unemployment continued to be heavy across Canada, although some establishments were beginning to feel the stimulus of demand for war supplies. There was considerable downward pressure on wages, but the LABOUR GAZETTE for November 1914 said that there was little actual cutting of wages in the "leading trades" that had agreements with employers in which a wage scale was specifically set out.

Many of the industries affected, however, had adopted a short-time policy or had laid off a number of their employees; and in cases where employees were not organized, there had been some reductions.

A number of the reductions were substantial. For example, unskilled labourers at Sherbrooke had their wages reduced from \$1.50 and \$2 a day to \$1 and \$1.25; the pay of 150 plasterers in Ottawa was reduced from 55 cents to 45 cents an hour; in Orillia, the wages of employees of an iron foundry were cut 10 per cent, and in an implement factory wages were reduced 20 per cent. In the same place, wages of unskilled labour dropped from \$2 and \$2.25 a day to \$1.50 and \$1.75.

In Lethbridge, labourers hired by the month were getting \$30 and \$35 instead of the \$35 and \$40 they had formerly been getting. Day labour was being paid \$1 less a day than formerly. In Hamilton, teamsters employed by the city had their wages reduced by 5 cents an hour to 60 and 50 cents an hour.

In Berlin, Ont., labourers who had been getting 24 cents an hour the year before were getting 18 cents, "the reduction being due . . . to so many men from factories doing outside work and willing to accept the lower rate." It was also reported that "the city council of Victoria, B.C., in spending the sum of \$100,000 on relief work, in order to make the appropriation go as far as possible, reduced the wages for this class of work from \$3 to \$2 per day, and for teamsters from \$7 to \$5 per day." In Owen Sound, 50 unskilled labourers working on the streets had their rate reduced from 25 cents an hour to 17½ cents.

On the other hand, "stage hands at Montreal, as the result of a strike, received a 10-per-cent increase in wages, \$1 a week increase at once, the balance to be given

later on, when the European war is adjusted." Stage carpenters and stage hands in Ottawa also got an increase of \$2 a week.

Notwithstanding these reported reductions in wages, this journal said, "Despite the industrial depression throughout the country, there was not much actual cutting of rates of wages . . ."

The LABOUR GAZETTE's Montreal correspondent said that Montreal had been chosen as headquarters for the purchase of British army supplies in Canada, and that a local representative of the Imperial Government had been appointed.

The report continues, "Eight city firms have had evenly divided among them an order for 25,000 sheepskin-lined coats, which will keep their factories working for a few weeks to come. An order of 600,000 sweater coats, to be delivered by December 15 at \$18 a dozen, was spread all over the Dominion, local firms getting their share. An order for 400,000 more is expected to follow later.

"Orders were also placed for a million pairs of worsted socks, a million pairs of woollen mitts, and a large quantity of cholera belts, as well as for woollen headgear. Orders for a million pairs of heavy under-drawers and half a million heavy English army shirts are among the articles required as well. . . ."

### Alberta Labour Convention

At the second annual convention of the Alberta Federation of Labour in Calgary, the most important matter dealt with was the unemployment problem, this journal reported. The preamble to a resolution put before the meeting stated, among other things, that "the European war has accentuated the growing industrial depression amongst the workers to such an extent that we are on the eve of possibly an unprecedented social catastrophe."

After three hours discussion, a resolution was unanimously approved by which the delegates decided to "instruct our executive committee immediately upon adjournment of this convention to point out to both provincial and Dominion Governments that the present general statistics warrant the Governments in taking definite action at once to relieve distress."

### Minister Urges More Co-operation to Wipe Out Islands of Poverty

The Minister of Labour, Hon. Allan J. MacEachen, has advocated increased federal-provincial co-operation to wipe out "islands of poverty" in Canada.

Speaking to a Hamilton, Ont., service club, the Minister said that although the average income of the Canadian non-farm family was \$5,500, there were more than 160,000 families subsisting on incomes of less than \$1,000.

The majority of these families live in depressed areas which are "self-perpetuating" because they lack the means to educate their youth to compete in today's labour market, he said.

Mr. MacEachen promised that the federal Government would press on with measures to consolidate and raise the level of prosperity in the country as a whole and in such slow-growth areas in particular.

He stressed, however, that this was not a job to be done entirely by the federal Government, but one calling for co-operation at all levels of government and for support from private citizens.

The Minister was speaking, during United Nations Week, on the International Labour Organization, a U.N. specialized agency, and its adoption of some 120 Conventions covering basic labour standards that together constitute an international labour code. Canadian concern with problems of international development, he said, was affecting the way we look at Canadian problems also.

"More and more Canadians are coming to realize that people in some regions of our country and workers in some industries and occupations are not sharing fully in the general rise we have experienced in our standard of living in recent years.

"It is difficult for some to realize that we can have problems of poverty at a time when we have more people employed in Canada than ever before in our history; when our gross national product is the highest it has ever been; when our unemployment rate continues to fall . . .

"It seems to some to be incredible that poverty can exist in these circumstances. And yet it does," he said.

### Roger Provost, QFL President, Died Last Month at Age of 53

Roger Provost, President of the Quebec Federation of Labour, and a Regional Vice-President of the Canadian Labour Congress, died in Montreal on October 20 at the age of 53 years. He was the second CLC officer in two months to die; General Vice-President William Jenoves died on September 4 (L.G., Oct., p. 848).

Mr. Provost had been head of the QFL since 1950, and continued in this position after the merger with the Quebec Federation of Industrial Unions in 1957. He was elected a regional vice-president of the CLC at its founding convention in 1956.

He had been a tireless worker in the cause of labour. One of his last campaigns was "the battle of Bill 54" to win modification of the original draft of Quebec's new labour code.

He was co-chairman with CLC Executive Vice-President William Dodge of a CLC organization drive in Quebec province. More recently, he had been asked by the International Typographical Union to serve as negotiator in the strike at the Montreal newspaper, *La Presse*.

A native Montrealer, Mr. Provost was educated at College St. Jean and the University of Montreal. When he entered the labour movement in 1947 he had had banking, newspaper and insurance experience.

He started his labour career as regional representative of the United Hatters, Cap and Millinery Workers' Union. In 1952 he became an organizer for the United Textile Workers of America, and subsequently Canadian Director and International Vice-President of the UTWA.

Mr. Provost was a former secretary of the Montreal Trades and Labour Council and remained closely identified with its successor, the Montreal Labour Council.

He had been a member of the Montreal City Council for a number of years and represented the labour movement on the council of the New Democratic Party.

Louis Laberge, Quebec organizer for the United Automobile Workers, was elected to succeed Roger Provost as President of the QFL at an October 31 meeting of the executive council. Mr. Laberge, who began his labour career as a Machinist, had been second vice-president of the Federation since 1941, and is a former President of the Montreal Labour Council and a former regional vice-president of the CLC.

The United Textile Workers of America have announced the appointment of George Payette and William Foley as co-directors of the union to fill the post left vacant by Mr. Provost's death.



The CLC, which last month named William Ladyman, vice-president of the International Brotherhood of Electrical Workers, to succeed the late William Jenoves as general vice-president, has deferred until a later meeting of the executive council the naming of a successor to Mr. Provost.

## Former B.C. Deputy Labour Minister, Adam Bell, Helped Organize CAALL

Adam Wightman Bell, a former British Columbia Deputy Minister of Labour and Chairman of the province's Workmen's Compensation Board, died on September 26 in Victoria at the age of 74.

While Deputy Minister, Mr. Bell took a leading part in the organization in 1938 of the Canadian Association of Administrators of Labour Legislation and was its first president. In recognition of his services, he was made an honorary president of the Association in 1960.

He was also a past president and honorary life member of the International Association of Governmental Labour Officials of the United States and Canada.

Mr. Bell, at one time a member of the International Association of Machinists, entered the provincial government service in British Columbia in 1929 as a member of the Male Minimum Wage Board. He was appointed Deputy Minister of Labour in 1931, and from 1946 until his retirement in 1955 he was Chairman of the Workmen's Compensation Board.

At the time of his death he was Chairman of the Retired Civil Servants' Association of British Columbia.

## C. A. L. Murchison Retires As Commissioner of UIC

The retirement of C.A.L. Murchison, a Commissioner with the Unemployment Insurance Commission since 1947, was announced last month. Mr. Murchison represented employer organizations on the three-man Commission.

A native of Souris, Man., Mr. Murchison is a graduate in law of the University of Manitoba. He first came to Ottawa at the end of 1941 to assist in organizing the legal division of the Wartime Prices and Trade Board.

In 1944, he was seconded to the National War Labour Board to organize the review division of that body. In 1945, he was appointed secretary and the following year became chairman of the National War Labour Board.

Mr. Murchison is a veteran of the first World War, enlisting in 1915 with the 16th Battalion, Canadian Scottish. He was wounded at the Battle of Hill 70 and the Battle of Amiens.

## CBRT's Elroy Robson Retires, Was Vice-President 22 Years

Elroy Robson has retired as national vice-president of the Canadian Brotherhood of Railway, Transport and General Workers. Mr. Robson, 67, stepped down during the union's triennial convention at Windsor in September.

Speaking at the convention banquet, Mr. Robson recalled the early days of the labour movement, when "there were many forces at work to destroy the union." These included some employers and employee organizations, and the timidity of the workers themselves.

"We have come a long way from the small group who pioneered to the present large group," he said.

Mr. Robson, son of a railwayman, began his union career in 1917, when, at 19 years of age, he became a full-time railway union organizer. He organized locals in Montreal, Ottawa, Toronto and other railway centres all over Canada.

In those days, union organizers worked under adverse conditions, and sometimes in the face of real physical danger.

In 1919, Mr. Robson was sent to Winnipeg to re-organize the union in the aftermath of the General Strike, and he remained in the West for 13 years.

Coming to Toronto in 1934, he helped to organize the Ontario Federation of Labour, and was its president for the first three years. He was president of the Toronto Labour Council and director of organization for the Canadian Congress of Labour.

During the Second World War he was a member of the Ontario War Labour Board and was awarded membership in the Order of the British Empire for his services.

Since 1942, he has been re-elected vice-president of the CBRT at every convention.

## Woman Attains Montreal's Highest Civic Classification

Miss Germaine Pepin has been unanimously named by the Montreal City Council to the top classification in the city's municipal service: Director of Department. This is the first time that a woman has held this \$20,000-a-year position.

Although the appointment is temporary, Chairman Lucien Saulnier stated that Miss Pepin would be suggested when the time came to name a permanent incumbent.

## Canadian Woman Ambassador Named Chairman of U.N. Agency

Miss Margaret Meagher, Canadian ambassador to Austria, has been elected chairman of the board of governors of the International Atomic Energy Agency. Miss Meagher, of Halifax, is the first woman to head the 26-country board.

The International Atomic Energy Agency, with headquarters in Vienna, is an agency of the United Nations.

A graduate of Dalhousie University, Miss Meagher joined the Department of External Affairs in 1942 and received her first ambassadorial post—in Israel—in 1958. In 1961 she also served as high commissioner to Cyprus. She became ambassador to Austria in 1962.

## In Parliament Last Month

*(page numbers refer to Hansard)*

During October, the House gave first and second reading to a bill, the Canada Labour (Standards) Code, respecting hours of work, minimum wages, annual vacations and paid holidays in federal works, undertakings and businesses; and first reading to a bill to amend the Merchant Seamen Compensation Act. A measure to be known as the Canada Pension Plan was introduced, and a Convention of the International Labour Organization was adopted.

On October 1, the Minister of Labour introduced Bill C-126 respecting hours of work, minimum wages, annual vacations and holidays with pay in federal works, undertakings and businesses (p. 8615). The Bill was given first reading immediately (p. 8616).

On October 13, the Minister, moving second reading, gave a detailed explanation of the Bill (p. 8998); the Bill was given second reading on October 14 (p. 9065).

On October 19, during consideration in committee, an amendment was carried, against the opposition of the Minister, that raised the number of paid statutory holidays prescribed by the Bill to eight instead of seven (p. 9189).

On October 13, the Minister of Labour moved consideration in committee of a measure to amend the Merchant Seamen Compensation Act to: reduce the length of time a seaman must be disabled to be eligible for compensation; increase the maximum amount payable as burial expenses; provide for payment of compensation, in the case of a seaman who dies of an injury, for each dependent child under 21 years who is attending school; and make certain other changes (p. 8990). The

Minister introduced the measure as Bill C-131, and it was given first reading (p. 8993).

On October 13, the House, on the motion of the Minister of Labour, adopted Convention No. 111 concerning discrimination in respect of employment and occupation, which had been adopted by the 1958 International Labour Conference (p. 8997).

On October 26, the Prime Minister announced that the Government had taken steps to appoint a commissioner to examine proposals by the Canadian National Railways for "running through" Nakina, Ont., and Wainwright, Alta. (p. 9404). The Prime Minister said that the CNR had agreed to withhold further action in the matter pending a report by the commissioner.

## Letter to the Editor

Dear Sir:

*I read your summary of my paper, "The Structure of Unemployment in Canada," presented to the 1964 McGill Spring Conference [L.G., Aug., p. 650] with interest. I would, however, like to stress here findings in the paper which your summary does not report, and indicate the results of further empirical refinements . . .*

*In the closing sections of your summary you indicate that I had found no change in the composition of unemployment in Canada which could not be explained by the fact that the over-all level of unemployment had also varied. I reported at the Conference that there had occurred in the province of Quebec an upward shift in the share of total Quebec unemployment accounted for by males, a result I have yet to explain.*

*Further empirical analysis has indicated other independent changes in the regional composition of unemployment:*

*1. Females in B.C. now account for a greater share of total female unemployment in Canada (it should be noted that B.C. female labour force participation rates have increased much more strongly than in any other regions across Canada).*

*2. Males in the Atlantic region have experienced a further slight deterioration in their employment opportunities relative to males in the other regions of Canada.*

*These subsequent findings have caused a change in the policy conclusions from the analysis. The paper, which will appear in the Proceedings of the McGill Spring Conference, has been altered to take them into account.*

(Sgd.) Pierre-Paul Proulx,  
Assistant Professor,  
McGill University.



# Anti-Discrimination Legislation in Canada, 1964

*Parliament approves ILO Convention respecting discrimination in employment, Quebec and Yukon adopt fair employment laws, British Columbia bans discrimination against older workers*

Since the celebration of the 15th Anniversary of the Universal Declaration of Human Rights in 1963, both Houses of Parliament have adopted resolutions approving Convention 111 concerning discrimination in employment and occupation, which was adopted by the International Labour Conference in June 1958.

During the past year also, several other jurisdictions in Canada have taken positive steps to guarantee the rights set forth in the Universal Declaration of Human Rights by enacting anti-discrimination legislation, prohibiting discrimination based for the most part on race, national origin, colour or religion.

In Quebec, an Act was passed that forbids discrimination in employment and in trade union membership on grounds of race,

colour, sex, religion, national extraction or social origin.

The Council of the Yukon Territory adopted a Fair Practices Ordinance prohibiting discrimination in regard to employment, trade union membership and accommodation.

The British Columbia Fair Employment Practices Act was amended to include age discrimination among the prohibited employment practices, making British Columbia the first jurisdiction in Canada to adopt this type of anti-discrimination provision.

In Newfoundland, a Bill that would have banned discrimination in employment and in trade union membership was given first reading.

## APPROVAL OF ILO CONVENTION RESPECTING DISCRIMINATION

A significant development at the federal level during the year in the human rights field was the approval given by Parliament to the International Labour Convention Concerning Discrimination in respect of Employment and Occupation (Convention 111). The motion was agreed to in the Senate on June 16 and in the House of Commons on October 13.

Convention III was adopted by the International Labour Conference in June 1958 and has since been ratified by 45 member countries.

The purpose of this Convention is to promote efforts throughout the world to remove discrimination in employment and occupation based on grounds of race, colour, sex, religion, political opinion, national extraction or social origin, and to promote equality of opportunity.

A country that ratifies this Convention assumes an obligation "to declare and pursue a national policy designed to promote by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation with a view of eliminating any discrimination in respect thereof."

On ratifying this Convention, a member country must report regularly to the ILO on the manner in which the policy is being observed.

As the Minister of Labour pointed out when introducing the resolution, the subject matter of this convention is partly within federal and partly within provincial jurisdiction; but the obligation imposed rests essentially on the federal Government.

An ILO committee of experts which reviewed this Convention has stated that it is possible for the federal authorities, in federal states, to give effect to this Convention by:

... declaring a national policy and by pursuing it through methods appropriate to existing constitutional practice; for example, by taking direct legislative or other action in areas which are within the competence of the federal authorities, and by exercising their influence in other areas through educational measures, co-operation by employers' and workers' organizations and other appropriate agencies, as envisaged by the Convention.

The Minister then reviewed the measures already being taken to outlaw discrimination in areas within the competence of the federal government, which, he said, clearly indicate that an anti-discrimination policy has been and is being pursued in Canada at the national level:

—The Canada Fair Employment Practices Act prohibits discrimination in employment in the federal industries, and the fair wages order in council sets forth a similar policy regarding work on federal government contracts.

—The Female Employees Equal Pay Act, also applicable to industries under federal jurisdiction, bans discrimination in rates of pay solely on the basis of sex.

—The National Employment Service has a strict policy of non-discrimination in its nation-wide operations. This policy is contained in the Unemployment Insurance Act, under which the Service operates.

—The federal-provincial agreements under the Technical and Vocational Training Assistance Act and the Vocational Rehabilitation of Disabled Persons Act contain clauses providing that assistance will be available without discrimination because of the racial origin, religious views or political affiliation of the persons seeking such service.

—The Civil Service Act specifically expresses a non-discrimination policy in public employment in that the provisions authorizing the Civil Service Commission to prescribe qualifications state that in so doing it "shall not discriminate against any person by reason of race, national origin, colour or religion."

Finally, the Minister said, the federal Department of Labour, with the advice and co-operation of employers' organizations, unions and other groups, undertakes educational measures aimed against discrimination in employment.

To ascertain the position of the provinces, the Prime Minister wrote to each provincial premier to ask for confirmation that the province is pursuing, by methods considered appropriate within the province, a policy of promotion of equality of opportunity and treatment in respect of employment and occupation within the spirit of the Convention.

The response was positive. The Government received confirmation from all the provinces that they are pursuing policies to promote equality of opportunity and treatment in respect of employment and occupation.

The Minister of Labour said that, having received this assurance from the provinces, the time was now ripe for Canada to support this international effort to remove all forms of discrimination in the field of employment.

The Minister pointed out also that ratification of this Convention had been recommended by a number of voluntary organizations interested in human rights. The Canadian Labour Congress in particular had made a substantial contribution toward the objectives of this Convention, the Minister said.

He also paid tribute to the work done by Canadian representatives in framing the discrimination Convention. In 1957, when the proposed Convention was first discussed, Kalmen Kaplansky, Director of International Affairs for the Canadian Labour Congress, was the vice-chairman of the conference committee for the workers' group, and Allan Campbell, Vice-President in charge of industrial relations of Canadian Westinghouse, was the employers' vice-chairman.

At the 1958 Conference, when the text of the Convention was drawn up, the chairman of the conference committee was Arthur H. Brown, then Deputy Minister of Labour for Canada. The vice-chairman and principal spokesman for labour groups was Mr. Kaplansky.

In concluding his speech urging the ratification of Convention 111, the Minister emphasized that the struggle against discrimination was a continuing one. He stated:

Ratification of this convention does not constitute a declaration that we in Canada are entirely free of the evil of discrimination in employment, but it is an affirmation that the policy of Canada, at the federal level and at provincial level, is directed against discrimination in employment. Ratification of the convention will act as a spur to greater efforts to eliminate any discrimination which exists within Canada, and it will demonstrate our support of the international campaign to achieve this same objective in other parts of the world.

## QUEBEC

Quebec's new anti-discrimination law, which went into force on September 1, is designed to ensure fair employment opportunities for all its citizens.

This is the second anti-discrimination measure adopted by the Quebec Government within the past year. At the 1963 session, anti-discrimination provisions were inserted in the new Hotels Act, making it an offence for the owner or keeper of a hotel, restaurant or camping ground to refuse services to or otherwise discriminate

against any person on grounds of race, belief, colour, nationality, ethnic origin or place of birth.

Prior to this enactment, a large number of church, labour and civic organizations had petitioned the Quebec Government not only for the passage of fair accommodation practices legislation but also for a fair employment practices law similar to those in effect in most jurisdictions in Canada.

These and other submissions were acknowledged by the Premier last January



during the debate on the Speech from the Throne. Referring to the Government's planned anti-discrimination legislation, he said:

No one must be deprived of advancement or even of work because of his race or religion. We hope that by this legislation, Quebec will clearly place itself in the forefront of modern nations and will reply in a positive way to repeated requests from union movements and social organizations.

As the Minister of Labour pointed out when introducing the Bill, the new Quebec anti-discrimination law is based on ILO Convention 111 (see above).

Entitled "An Act respecting discrimination in employment", the new Quebec law prohibits an employer or any person acting on behalf of an employer or an employers' association from resorting to discrimination in hiring, promoting, laying-off or dismissing an employee, or in the conditions of his employment.

By "discrimination" is meant "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation." Any distinction, exclusion or preference based on the requirements of a particular job will not, however, be considered discrimination.

By including sex discrimination among the prohibited employment practices, Quebec has departed somewhat from the usual Canadian practice, which has been to pass fair employment practice laws prohibiting discrimination in employment and in trade union membership on grounds of race, national origin, colour or religion, and then to enact equal pay laws requiring employers to pay women at the same rate as men for the same work or for work of comparable character done in the same establishment.

This has been the procedure followed by the federal Government and by British Columbia, Saskatchewan, Manitoba and New Brunswick. Ontario and Nova Scotia also passed fair employment practices and equal pay acts and later incorporated them, along with fair accommodation practices provisions, into a human rights code.\*

The new anti-discrimination law applies to all employers in Quebec with five or more employees, including Her Majesty. In line with the practice in other jurisdictions, an exception is made, however, for domestic employment and for non-profit institutions

\* Fair accommodation practices laws are also in effect in British Columbia, Saskatchewan, Manitoba and New Brunswick. Alberta and Prince Edward Island have equal pay legislation.

operated exclusively for religious, philanthropic, educational, charitable or social purposes or primarily devoted to the welfare of a religious or ethnic group. The Quebec Act exempts also the directors or officers of a corporation, managers, superintendents, foremen and persons who represent the employer in his relations with his employees.

Although primarily concerned with the elimination of discriminatory hiring practices, the Quebec Act seeks also to prevent discrimination in regard to membership in a trade union or in an employers' association. It expressly forbids a union or an employers' association to resort to discrimination in admitting, suspending or expelling a member.

The Quebec fair employment legislation makes it clear that employment inquiries must be so worded that they show only the individual merits and qualifications of prospective employees with regard to the job to be filled. An employer must not require a prospective employee to furnish any information respecting his race, colour, religion, national extraction or social origin.

In addition, it is now illegal in Quebec to publish discriminatory job advertisements or to display discriminatory signs or notices in connection with employment.

The responsibility for the administration of the new Quebec anti-discrimination law is vested in the Minimum Wage Commission. Any person who believes that he has been discriminated against because of his race, colour, sex, religion, national extraction or social origin may file a written complaint with the Commission, which will make an informal inquiry into the matter and try to effect a settlement by discussion and mediation.

If the complaint is not settled at this stage, the Commission itself, or one of its members or a person authorized by it, may investigate the matter further, with all the powers of commissioners appointed under the Public Inquiry Commission Act.

After every inquiry, the Commission must report to the Minister of Labour. There is, however, no provision for a ministerial order to put the Commission's recommendations into effect.

With the consent of the Minister, a prosecution may be resorted to if every effort to persuade the offending party to change his practices has failed. In such cases, an individual found guilty of a discriminatory act is liable to a fine of from \$25 to \$100 and an employers' association or a union, to a fine of from \$100 to \$1,000.

The Fair Practices Ordinance of the Yukon Territory, assented to on November 22, 1963, is designed to eliminate discriminatory practices in respect of employment, trade union membership, multiple housing and public accommodation and services.

The Ordinance has established as public policy the idea that merit and ability should be the factors determining employment or treatment in employment. It expressly forbids an employer to refuse to employ or to discharge any person or to discriminate in respect of any term or condition of employment on grounds of race, religion, religious creed, colour, ancestry or ethnic or national origin.

These prohibitions apply to all employers with five or more employees except non-profit, charitable, philanthropic, educational, fraternal, religious or social organizations, and non-profit institutions operated to foster the welfare of a religious or racial group. An exception is made also for domestic employment in private homes.

In addition, the Ordinance makes it quite clear that an employer is not deprived of his right to employ persons of a particular race, religion, religious creed, colour, ancestry or ethnic or national origin where such preference is based upon a *bona fide* occupational qualification. Schools in which religious instruction forms part of the curriculum also are permitted to give preferential treatment to persons of a particular religion or religious creed.

Employment application forms must be worded so as to disclose only facts concerning an applicant's qualifications for employment and must not elicit any information that could be used for discriminatory purposes. A prospective employee must not be required to give particulars as to his race, religion, religious creed, colour, ancestry or ethnic or national origin.

An individual's race, religion, religious creed, colour, ancestry or ethnic or national origin must not be determining factors in admission to or membership in a trade union. A trade union may not exclude any person from full membership or expel or suspend or otherwise discriminate against any person on these grounds nor may it cause any employer to discriminate against him.

Equal rights of access to public facilities and services are guaranteed by the Fair Practices Ordinance. It now makes it unlawful for any person in the Yukon Territory to deny the accommodation, services or facilities of places that are customarily open

to the public—hotels, restaurants, barber shops, stores, etc.—to anyone because of his race, religion, religious creed, colour, ancestry or ethnic or national origin. It also prohibits signs or other indications that admission to any public establishment is restricted for racial or religious reasons.

Discrimination in multiple housing is also banned, making the Yukon Territory the third jurisdiction in Canada, after Ontario and Nova Scotia, to adopt this type of provision. No one can be refused occupancy of an apartment in any building containing more than six self-contained dwelling units or be discriminated against with respect to any condition of occupancy because of race, creed, colour, nationality, ancestry or place of origin.

Persons who lay complaints are protected against retaliatory action. The Ordinance makes it an offence for an employer or trade union to discriminate in any way against a person who has made a complaint or given evidence or assisted in any way in the initiation or prosecution of a complaint.

Procedures for enforcing the Fair Practices Ordinance are similar to those in other jurisdictions in Canada, with the emphasis on conciliation. A person who considers himself aggrieved may file a written complaint with the officer designated by the Commissioner of the Yukon Territory to deal with such matters. The Commissioner may then appoint an officer to investigate the complaint and try to persuade the offending party to abandon his discriminatory employment or accommodation policy.

If a settlement cannot be reached through conciliation, the officer must recommend to the Commissioner the course that ought to be taken with respect to the complaint. A copy of these recommendations must be sent to the parties, and the Commissioner may publish them if he thinks the circumstances warrant such action. After this has been done, the Commissioner may then issue whatever order he thinks the case requires, including the reinstatement of an employee, with or without compensation for loss of employment. A person affected by such an order has 10 days in which to appeal to a judge of the Territorial Court, whose decision is final.

Finally, a prosecution may be resorted to after every effort to persuade the discriminating party to change his unfair practices has failed. An individual found guilty of an offence is liable to a fine of \$100 and, in default of payment, to imprisonment for a period of up to three months; a corporation, trade union, em-



ployers' organization or employment agency, to a fine of up to \$500. In addition to the fine, an employer convicted of a discriminatory employment policy may be ordered to re-instate the employee and to compensate him for his losses.

## BRITISH COLUMBIA

British Columbia this year broke new ground in Canada in the field of human rights legislation by extending its Fair Employment Practices Act to include discrimination against older workers. Originally enacted in 1956, the British Columbia law already prohibited discrimination in employment and membership in trade unions on grounds of race, religion, colour or nationality.

The extension of this principle to protect older workers was forecast in the Speech from the Throne, and in the ensuing debate, the Minister of Labour voiced the objectives of the Government when he said:

... This will be done because the Government feels that one of the greatest unused economic resources we have is the dormant skill and unused potential of our unemployed workers between the ages of 45 and 65. Today, when there is a great demand for trained manpower, many of our citizens remain unemployed because they are considered too old, because the skills they have are obsolete, or because they have not been given a training opportunity commensurate with their potential for productive work. It is essential that we utilize existing and potential skills to the full both to help the individual to reach his stature as a working citizen and to provide this Province with additional resources in trained personnel. . . .

This Government feels all available manpower should be utilized and that there should be no arbitrary discrimination against an individual able and willing to work.

This policy has been embodied in the Act, which now makes it an offence for an employer to refuse to employ or to discharge older workers, that is, persons in the 45 to 65 age group, solely because of their age. He is also forbidden to discriminate against an older worker in regard to employment or any term or condi-

If the violation continues, the Commissioner may apply to a judge of the Territorial Court for an injunction ordering the offending party to discontinue his discriminatory employment or accommodation practice.

tion of employment. An exception is, however, permitted in cases where age is a legitimate consideration because of the nature of the work.

The new anti-discrimination provision applies to all employers with five or more employees, except non-profit institutions.

Trade unions also are forbidden to discriminate on the basis of age. A union may not refuse membership to or expel or suspend or otherwise discriminate against any person simply because he is between 45 and 65 years of age.

Some relaxation of the anti-discrimination rule is permitted, however, with respect to retirement and pension plans. The Act specifically states that the provisions prohibiting discrimination in employment and in trade union membership on grounds of age do not apply to:

(a) termination of employment because of the terms or conditions of any *bona fide* retirement or pension plan;

(b) operation of the terms or conditions of any *bona fide* retirement or pension plan which have the effect of a minimum service requirement;

(c) operation of the terms or conditions of any *bona fide* group or employee insurance plan.

This makes it possible for an employer to establish a retirement age of 60 or 65 or to require older workers to make a higher percentage contribution to a pension plan of the unit benefit type, that is, a plan under which an employee contributes a fixed percentage of his earnings.

An older worker who considers himself aggrieved has the same means of redress as a person who has been discriminated against because of his race, religion, colour, nationality or place of origin.

## NEWFOUNDLAND

At the 1964 session of the Newfoundland Legislature, a Bill designed to protect the right of equality of vocational opportunity was given first reading.

Entitled "An Act to Provide for Fair

Employment Practices," the proposed Bill would have made it unlawful for employers or trade unions to discriminate against any person because of his race, national origin, colour or creed.

# United States Civil Rights Act, 1964

An American development of considerable interest to Canadians was the passing of the Civil Rights Act of 1964. This Act, which was signed by President Johnson on July 2, is designed to ensure equality of treatment for all Americans.

This was emphasized by the President in his nation-wide television and radio address after the signing of the Act. He said:

The purpose of the law is simple. It does not restrict the freedom of any American so long as he respects the rights of others. It does not give special treatment to any citizen.

It does say that those who are equal before God shall now also be equal in the polling booths, in the classrooms, in the factories, and in hotels, restaurants, movie theatres, and other places that provide service to the public.

... Its purpose is to promote a more abiding commitment to freedom, a more constant pursuit of justice, and a deeper respect for human dignity.

The Civil Rights Act not only makes it an unlawful practice for employers, trade unions and employment agencies to discriminate on the basis of race, colour, religion, sex or national origin but also bans discrimination in voting, in places of public accommodation such as hotels, motels, restaurants, movies, theatres, sports arenas; in public facilities such as hospitals, libraries, parks and swimming pools; in public education and in federally assisted programs.

All sections of the Act, except that dealing with employment discrimination, went into force on the date of signature. The fair employment provisions will not go into force until July 2, 1965, and then only by stages.

## FAIR EMPLOYMENT PRACTICES

The fair employment practices provisions of the Civil Rights Act of 1964 are contained in Title VII, entitled "Equal Employment Opportunity." Briefly, they prohibit discrimination by employers, trade unions and employment agencies on the basis of race, colour, religion, sex or national origin.

Employers must not discriminate in hiring, firing or promoting workers on these grounds, and unions are forbidden to use such criteria to exclude or segregate membership. Employment agencies may not refer or refuse to refer applicants for employment on the basis of race, colour, religion, sex or national origin.

**Employer Coverage**—When the Civil Rights Act is fully effective, it will cover employers who are engaged in an industry "affecting commerce," that is, one in which a labour dispute could hinder or obstruct commerce, and who employ 25 or more employees.

As indicated earlier, coverage is to be extended by stages. When the fair employment practices provisions first go into force on July 2 of next year, they will apply only to employers with 100 or more employees. In July 1966, coverage will be extended to employers with 75 or more employees, and in the following year, to employers with 50 or more workers. Not until the fourth year, July 1968, will the fair employment provisions apply to employers with as few as 25 employees.

There are some exceptions. These include the United States Government, corporations wholly owned by the United States, Indian

tribes, states and their political subdivisions and private membership clubs (other than labour unions).

Although the United States government is exempt, the Act expressly states that it is the "policy of the United States to insure equal employment opportunities for Federal employees without discrimination because of race, colour, religion, sex or national origin and the President shall utilize his existing authority to effectuate this policy."

**Union Coverage**—Every labour union that is engaged in an industry affecting commerce must comply with the new law if it has 25 or more members. This means any union that is certified under the National Labor Relations Act or the Railway Labor Act or that is, either directly or through a chartered local, recognized or representing or seeking to represent employees in an industry affecting commerce. A conference, general committee, joint or system board or joint council subordinate to a national or international labour organization will be included.

A union that maintains a hiring hall or hiring office will be covered, regardless of the size of its membership.

As in the case of employers, coverage is to be extended gradually over a four-year period. Beginning July 2, 1965, the law will apply only to unions with 100 or more members. In 1966, coverage will be extended to unions with 75 or more members; in the third year, to unions with 50 or more members and in the fourth year, 1968, to unions with 25 or more members.



Unions with fewer than 25 members will not be affected by the fair employment provisions unless they operate hiring halls or hiring offices.

**Employment Agency Coverage**—Any employment agency that regularly undertakes to find employees for covered employers or to find employment for workers is subject to the fair employment practices provisions of the Civil Rights Act, regardless of size, including the United States Employment Service and the systems of state and local employment services receiving federal assistance.

**Prohibited Employment Practices**—Beginning next July, an employer must not discriminate on grounds of race, colour, religion, sex or national origin in hiring and discharging employees or in setting their compensation or other terms or conditions of employment. An employer is prohibited also from segregating or classifying employees in any way that might deprive any person of employment opportunities or in any manner adversely affect his status as an employee.

Similar prohibitions apply to trade unions. A union may not exclude or expel any person from membership or otherwise discriminate against him on grounds of race, colour, religion, sex or national origin. Nor may it use these criteria to limit, segregate or classify its members.

If it operates a hiring hall or hiring office, a union must not fail or refuse to refer any person for employment in any way that would deprive him of employment opportunities or that would adversely affect his status as an employee or as an applicant for employment.

Also, a union must not attempt to cause an employer to discriminate against any person contrary to the Civil Rights Act.

For an employment agency, it will be an unlawful practice after July 2, 1965, to fail or to refuse to refer for employment or to discriminate in any other way against an individual because of his race, colour, religion, sex or national origin. It will also be an offence for an employment agency to use these criteria when classifying applicants or when making referrals.

Discriminatory job notices and advertisements are banned. An employer, union or employment agency may not publish any notice or advertisement in connection with employment that indicates any preference or limitation based on race, colour, religion, sex or national origin, unless based on a *bona fide* occupational requirement.

All apprenticeship and training programs must be free of discrimination, whether

operated by employers, unions or joint labour-management committees.

Reprisals against complainants are expressly forbidden. It will be unlawful for an employer, union or employment agency to discriminate against a person who has challenged an unfair employment practice or has filed a complaint alleging discrimination or has participated in any way in any proceedings under the fair employment provisions of the Civil Rights Act.

**Exceptions**—Some exceptions are provided. Where a preference for persons of a particular religion, sex or national origin is based on a real occupational qualification reasonably necessary to the normal operation of the particular business or enterprise, discrimination is allowed not only in employment and in job referrals but also in training programs and in classification of the membership by a union.

Another area where some relaxation of the anti-discrimination rule is permitted is that involving religion. A religious society may employ only persons of a particular religion to work on its religious activities, and a similar exemption applies to an educational institution that is wholly or substantially owned by a particular religion or if its curriculum is directed toward the propagation of that religion.

The prohibitions against discrimination will not interfere with valid employment tests, provided their use is not motivated by an intent to discriminate. It will not be unlawful for an employer to establish different rates of pay or other conditions of employment for workers in different parts of the country. Nor will the law interfere with any *bona fide* seniority, merit or incentive systems or with the giving of any professionally developed ability tests, provided they are not used to discriminate.

Differentials in wages based on sex are authorized to the extent permitted in the Equal Pay Law (a 1963 amendment to the Fair Labor Standards Act).

The Civil Rights Act makes it quite clear also that its purpose is to prevent discrimination against individuals and not to correct existing imbalances in employee personnel or union membership. It expressly states that no employer, union or employment agency is required to give preferential treatment to any person or group to correct any imbalance existing with respect to race, colour, religion, sex or national origin. It further provides that this rule applies whatever the percentage of persons in any particular group in any community or State or in the available work force.

**Equal Employment Opportunity Commission**—A bipartisan five-member Equal Employment Opportunity Commission has been established by the Act to carry out the purposes of the statute. Members are to be appointed by the President with the advice and consent of the Senate, and not more than three may be from the same political party.

The Commission is authorized to receive complaints of discrimination in employment, to investigate them and try to attain voluntary compliance. Next year, the Commission may refer to the Attorney General cases it is unable to settle by conciliation.

Upon request, the Commission must furnish technical assistance to employers, employment agencies and unions to help them comply with the law. It is also required to make and publish technical studies to effectuate the purposes of the Act, and to co-operate with other federal agencies performing educational and promotional activities.

**Enforcement**—Enforcement of the fair employment practices provisions will begin with the filing of a written complaint. Members of the Commission may file charges but if there is an applicable state or local law they must notify the appropriate local authority and, upon request, give it a reasonable time to settle the complaint.

An individual who believes that he has been discriminated against may file a charge directly with the Commission only if he resides in a state without a fair employment practice law. A person who lives in a State where there is legislation prohibiting the practice alleged must first apply for relief

from the agency administering the local law. If the case is not settled within the prescribed time limit, it then goes to the Commission.

While the Commission is given broad powers to carry on its investigation activities, it has no remedial authority. If it finds that there is reasonable cause to believe that the charge made is true, it must not make a formal declaration of its findings but must try to "eliminate any such alleged unlawful employment practice by informal methods of conference, conciliation and persuasion."

If the Commission is unable to secure voluntary compliance within the allotted time, it must notify the aggrieved party, who may then file a suit in a federal district court for enforcement of his rights.

The court may allow the U.S. Attorney General to intervene if the case is of general public interest or it may stay the action to give the state authority or the Commission another chance to try to settle the matter.

If, after hearing the case, the court finds that the unlawful employment practice was intentional, it may issue an injunction ordering the guilty party to cease the discriminatory act. In addition, the court may order "such affirmative action as may be appropriate, which may include reinstatement or hiring of employees, with or without back pay."

For better enforcement of the law, the Attorney General is authorized to bring suits on behalf of the Government if it finds there exists a pattern or practice of intentional resistance to enjoyment of the rights guaranteed by the Civil Rights Act.

## Employer's Attitude Is the Key

The key to peaceful integration of the work force is the employer's attitude, according to Theodore W. Kheel, well-known United States labour arbitrator and labour relations consultant to President Johnson.

From a comprehensive study of the practices of 11 leading corporations that have initiated programs to reduce or eliminate racially restrictive practices, Mr. Kheel finds that the more aggressive a company is in integrating its work force, the more quickly the resistance of the employees to working alongside members of minority races is overcome.

Mr. Kheel's observations were made at a press conference called to discuss his new book, *Guide to Fair Employment Practices*, just published by Prentice-Hall.

Besides presenting details of the 11 case studies, the book examines the new U.S. Civil Rights Act, and offers advice on how an employer can successfully comply with the law.



# 23rd Conference, Canadian Association of Administrators of Labour Legislation

*Examines work of labour departments in three areas: manpower, labour-management relations and labour standards. Conference theme: "Economic and Technological Change in the Sixties: Implications for the Policies of Canadian Labour Departments"*

The work of labour departments in three major areas—manpower, labour-management relations, and labour standards—was examined in the light of economic and technological change by the Canadian Association of Administrators of Labour Legislation at its 23rd Annual Conference, held in Stanhope, P.E.I., September 1 to 4.

The theme of the conference was "Economic and Technological Change in the Sixties: Its Implications for the Policies and Programs of Canadian Labour Departments." The speakers on the conference theme were: Dr. Gil Schonning, Assistant Director of the Economics and Research Branch, federal Department of Labour; Dr. John R. Coleman, Dean of the Division of Humanities and Social Sciences and Professor of Economics at the Carnegie Institute of Technology; and Dr. Sylvia Ostry, Chief of the Labour Research and Analysis Section, Dominion Bureau of Statistics.

Dr. Frank MacKinnon, Principal of Prince of Wales College, Charlottetown, was the guest speaker at the annual dinner.

The delegates were welcomed by the Lieutenant-Governor of Prince Edward Island, Hon. W. J. MacDonald; Hon. H. W. Wedge, Minister of Labour of the province; and Mayor A. W. Gaudet of Charlottetown.

In his paper, Dr. Schonning provided background information on ways in which manpower was affected by changes in the economy, and discussed the role of training, retraining, mobility and the collective agreement in the manpower adjustment processes. Dr. Coleman spoke on "Public Policy, Collective Bargaining and Technological Change in the United States and Canada" and Dr. Ostry discussed the implications of economic and technological change for administrators of labour standards legislation.

At one of the sessions, the Association's Statistics and Research Committee reported on ways in which it considered research and statistics could serve labour administrators in planning to meet the problems arising from economic and technological change in the three areas dealt with by the conference speakers. At another, the conference discussed recent legislative and administrative developments in the labour field in Canada.

Among the 65 delegates in attendance at the four-day meeting were the deputy ministers of the federal department and the ten provincial departments of labour, other senior labour department officers, and representatives of the Unemployment Insurance Commission, the federal Northwest Territories Administration and the Canada Branch of the International Labour Office.

Eight labour ministers also attended—Hon. L. R. Peterson, Q.C., British Columbia; Hon. Raymond Reiersen, Alberta; Hon. W. O. Baizley, Manitoba; Hon. Carrier Fortin, Q.C., Quebec; Hon. K. J. Webber, New Brunswick; Hon. Layton N. Fergusson, Q.C., Nova Scotia; Hon. Charles Ballam, Newfoundland; and Hon. H. W. Wedge, Prince Edward Island.

W. H. Sands, British Columbia Deputy Minister of Labour, was elected president of the Association. Other officers of the 1964-65 executive board are: G. T. Dyer, Newfoundland Deputy Minister of Labour, immediate past president; J. B. Metzler, Ontario Deputy Minister of Labour, first vice-president; G. V. Haythorne, Deputy Minister of Labour of Canada, second vice-president; and Evelyn Best, federal Department of Labour, secretary-treasurer.

## Dr. Gil Schonning

Among Canadian employees, manual workers have so far been the most exposed to the effects of economic and technological change. They constitute the most difficult group for manpower policy makers but also the one that most needs attention.

This view was expressed by Dr. Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, in his paper at the C.A.A.L.L. conference, "Economics and Technological Change in the Sixties: Its Implications for the Policies and Programs of Canadian Labour Departments."

Requirements for white-collar workers are expanding twice as fast as the labour requirements of the economy as a whole, and this has "a great many implications for policy." Most of the group need more schooling and a different kind of training from that required by the manual workers, for example. They lack the protection given

by unions in such matters as job security, income, and working conditions, Dr. Schonning said.

Although some of the white-collar workers do not need this protection, many do; this is especially true if workers in the service group are added to them. The two groups account for 50 per cent of the work force, and, Dr. Schonning thought it safe to say, by 1971 would account for nearly 60 per cent.

The first part of the speaker's address was devoted to an examination of a series of charts designed to show in some detail the nature and extent of the changes that have taken place in the economy during recent years, including charts showing changes in the distribution of the labour force by industry, by main occupational group and by selected occupations, in its division between male and female and in its composition by age group and by groups with varying degrees of education.

Other charts illustrated the percentage and duration of employment among various groups, unemployment by regions, unemployment according to level of education, total employment in the country, rate of growth of the labour force in Canada, hours worked, analysis of family income, and earnings of wage earners.

### Second Part

In the second part of his paper, Dr. Schonning set out some of the conclusions he drew from the data presented.

Continuing his remarks about manual workers, the speaker asked, "How much do we know about the developing need of the economy for various occupations in this group both as to numbers and kind; are we doing enough to reduce lack of job security via training, retraining and employment relocation; what happens to working conditions and wages of the affected workers during all this change; how does change affect various age groups, those with low education, etc.? I think it is this group, plus a great many paid workers in the primary industries in which changes are taking place, which produce a residue of 'stranded' workers who need special attention and help."

Another result of economic and technological change that required more attention was that of unequal growth between one area or region and another. Such unequal growth seemed to be an inevitable result of the competitive and technological processes but, in the absence of strong remedies, it tended "to produce 'islands' of high unemployment, low wages and incomes, and a manpower group characterized by a

high proportion of lowly educated and poorly trained people, who, for these reasons, are generally very immobile."

Another accompaniment of change had been the rapid rise in part-time work (less than 35 hours a week). In 1963, there were about half a million part-time workers, nearly 70 per cent of whom were women. "Since this would now appear to be both a large and a permanent feature of the labour market, one wonders if these people do not deserve more attention with respect to wages and working conditions than have been given them so far," Mr. Schonning remarked.

Another phenomenon of economic and technological change was that although normal working hours per week had declined steadily, excessively long hours were still being worked by between one and two million workers. "Theoretically, a reduction to 'normal' (40) hours by this group would more than equal the normal hours now lost by all the unemployed," he said.

There were many reasons for excessive hours, one being that some people preferred income to leisure. This is a serious problem for which we must find a solution in the near future as gains in productivity produce more and more leisure time. "We can absorb this leisure time either by way of keeping a sizable amount of the work force unemployed, or by a more equitable sharing of this leisure."

Dr. Schonning referred also to the fact that, although we tend to rely very heavily on collective bargaining for such matters as wages and working conditions, collective agreements cover only 25 per cent of the labour force, or 30 per cent of the paid workers. And unions tend to be more active and more successful in high-wage industries. There is little doubt that workers in other industries require "the protection afforded by adequate labour standards."

### Manpower Adjustment

Passing on to matters affecting manpower adjustment, such as training, mobility and solutions through collective bargaining, Mr. Schonning said experience showed that some people were not prepared to meet the rapid changes that took place in a country like ours, and others were unable to do so without help. The result of this can be serious for the individual and expensive for society, and may be reflected in resort to protective devices such as tariffs, the appearance and persistence of unemployment in the midst of scarcities of some kinds of labour, and the large and rising cost of various kinds of public assistance.



The speaker went on to consider what could be done to influence decision-making in the individual establishments where these changes occurred so as to minimize the impact of change on the workers. He also discussed what could be done to make redundant workers more adaptable and mobile.

In this connection, he mentioned the newly established Manpower Consultative Service of the Department of Labour (L.G., June, p. 460), "the first halting step yet taken to influence existing decision-making re manpower use at the firm level. Possibly the key objective of this organization is to reduce the human consequence of technological change by helping to facilitate the necessary adjustments."

### Collective Bargaining Approach

So far, the general method of dealing with the problems of change had been through collective bargaining, he said. But this approach could not be successfully employed for carrying out adequate manpower adjustments at the firm level, he thought. Instead, he advocated the meeting of management and union representatives away from the "tense atmosphere of the bargaining table," to find ways and means of "salvaging and re-employing as many of the affected workers as possible."

The union's usual concern with protecting its members from what it called unjust hiring and transfers had grown up in an atmosphere of expansion or contraction of the firm or part of the firm. "Technological change has introduced a new dimension which would seem to require a modified approach to the workers' job protection by both union and management."

Mr. Schonning said there was evidence that many employers recognized the need for action in this matter and were taking action of some sort. There was also evidence that it would take time before some of the unions would be willing to substitute consultation for collective bargaining in dealing with this question.

It might be, he suggested, that "an essential prerequisite before such effective consultation can take place is for management and the union to bargain into the agreement certain terms of reference and procedural steps—at least in principle—which might apply only in time of needed manpower adjustments following technological alterations."

For example, the agreement might include an effective clause indicating that when the firm plans to introduce changes in technology of operations a study should be jointly carried out between the union and management re the effect of these alterations on the workers.

Secondly, that the existing workers should be given the first opportunity to fill any new or altered positions whether or not this required training adjustments of some sort.

Thirdly, that if existing seniority provisions or other work rules prove to be obstacles to some types of needed adjustments, these are to be removed for this purpose only.

Fourthly, problems such as classifications of new or altered positions and associated pay scale might be subject to negotiation if one of the parties deemed this necessary.

When management's plans for a change were well under way, a research study, in which a union representative should take part, should be undertaken to find out how many, and in what way, workers were going to be affected. When the results of the study were known, management ought to consult the union about its plan of action regarding training programs, transfers and layoffs.

All plans should be carefully explained to the workers in order to reduce misunderstanding and rumours, Mr. Schonning said. The better he was informed about what was required of him the less apprehension the employee would feel about the future of his job.

### Training Programs

The speaker discussed the relation between internal training programs and the readjustment of manpower. Where such a program was in force, readjustment was likely to be made more smoothly, and he emphasized the importance of encouraging training in industry.

"Self-help in training has been, and still is, a weak feature in Canadian industry when compared with industries in Europe," he remarked. The drying up of the Canadian employer's traditional source of skilled labour in Europe, and the demand for a more regular and complex kind of training as work became more complex, brought out the advantages of in-plant training. This was especially so where highly skilled workers were concerned.

Mr. Schonning recognized, however, that there would always be thousands of small firms who were not in a position to engage in this kind of training, and these firms must be encouraged and helped to make use of training, or other school facilities of the community. "Departments of Labour have a significant role to play in promoting this development," he said.

It was possible, therefore, for all firms to carry out manpower planning, either independently, in the case of the larger firms, or with the help of the community, in the case of the smaller ones.

In spite of all that could be done by adjustments within the plant and by training, technological change would lead to the displacement of many workers, Dr. Schonning admitted. In these cases, the aim must be to make the time between displacement and re-employment as short as possible. In this, he suggested, the National Employment Service could play an important part.

The desirable way would be for a firm that expected to lay off workers to notify the NES. The NES would then interview those to be laid off, and arrange training for those who needed it. Those who had to move to employment outside the community would be able to get financial help in doing so.

"These two manpower programs, adjusting workers' knowledge and skills to changes in technology at the plant level and the re-employment of persons displaced from employment as quickly as possible, would go a long way toward improving the efficiency of the total work force," the speaker said in concluding.

"It would also reduce appreciably the burden of the social cost associated with those who, through no fault of their own, become by-passed by economic and technological progress."

#### **Dr. Sylvia Ostry**

The economic effects of minimum wage legislation should not be considered in isolation, but should be looked at as part of the whole framework of policy covering the use of manpower, the maintenance of high levels of aggregate employment, and labour market policy regarding such things as education, training, retraining and assisted mobility, said Dr. Sylvia Ostry, Chief, Labour Research and Analysis Section, Dominion Bureau of Statistics. Dr. Ostry presented a paper entitled, "Economic and Technological Change in the Sixties: Its Implications for Labour Standards Legislation, Wages and Hours, Anti-Discrimination Legislation."

The speaker dealt first, and at some length, with minimum wages; and then more briefly with the effects of hours-of-work and anti-discrimination legislation.

The original aim of the minimum wage movement in countries like England and Australia was "humanitarian—the alleviation of poverty arising from substandard wages," she pointed out, and even now, when "the humanitarian philosophy has been diluted by a number of other strains," the humanitarian motive remained the main justification given by proponents of minimum wage laws.

It is not always understood, Dr. Ostry said, that such laws imply the rejection of the operation of the free market. "There seems to have been a strong reluctance to think through and face the full logical implications of governmental intervention into the determination of wages, and therefore into the functioning of the market for labour.

The reluctance has been revealed in the form of a certain ambiguity, lack of clarity, and inconsistency in the purposes and practices of labour standards legislation, and in the fact that such legislation in North America has remained a controversial issue—especially in the United States—after decades of enactment.

A good deal of this confusion and controversy had been due to a failure to analyze the main reasons for "substandard" wages, she contended.

#### **Sources of Substandard Wages**

There were, she said, five main sources of substandard wages: exploitation, employer inefficiency, low productivity (physical or value), labour surplus, and deficiencies in the quality of the labour.

Exploitation might occur when an employer was in a sufficiently strong position in the labour market to be able to hire groups of workers for less than he would be forced to pay if he had to vie with others for their services, or if his workers moved freely in search of better wages. An inefficient employer might be able to stay in business by paying low wages, perhaps accepting somewhat lower profit, and cutting corners where he could.

The third reason for the payment of low wages was low productivity that arose from causes other than managerial inefficiency or low quality of the labour force. Even in an advanced country like Canada, output per man-hour was comparatively low in certain industries or regions.

Excessive labour surplus in a given market as a cause of low wages might occur, for example, in a rural district where a large supply of labour was ready to move from the farms to industry.

Low wages due to deficiencies in the quality of labour were associated with such things as lack of training, lack of inherent ability or intelligence, and, in certain markets, with race or sex. Some groups, such as young people or married women, might be willing to accept low wages for part-time, intermittent or casual work. But because a high rate of turnover increased the labour costs of such workers to the firm, their low wages did not necessarily involve exploitation. The workers themselves might be satisfied, but they probably depressed the wage rate that would be



offered to others seeking full-time work in these occupations and industries.

This summary of the causes of low wages, Dr. Ostry said, brought out the important fact that only in the case of exploitation and employer inefficiency might the imposition of minimum wages be without cost in the economic sense, that is, might not reduce employment or output, and might even be beneficial, that is, might increase employment or output. In the remaining three cases there would be some cost in loss of actual or potential output and employment.

The proponents of minimum wages have always emphasized exploitation and managerial inefficiency as causes of low wages, and have argued that the enforced payment of higher wages might spur the employers to increased efficiency.

Opponents of minimum wages, on the other hand, usually dismissed exploitation and managerial inefficiency as minor sources of low wages, and attached the main importance to the other causes, especially deficiencies in the worker. They pointed out that the one serious consequence of minimum wages was to increase the number of "unemployable" persons in the population, "who would then be thrown upon the welfare resources of the community and end up with standards of living worse than those eked out in low-wage employment...."

"Clearly," Dr. Ostry said, "it is essential to know what weight each of these causes contributes to the total of low-wage employment, and whether and to what extent these weights are likely to shift in the future."

These were not simple questions, and it was not likely that precise and definite answers would ever be found. "But surely it is not beyond either our intellectual or material resources to make an effort to search out some answers, however qualified. Then we will be able to form some idea of the costs involved in any given degree of minimum wage imposition and can go further to ask who is to bear them."

### Benefits of Minimum Wages

Leaving the question of costs, and going on to consider the benefits of minimum wages, the speaker referred again to the "still at least ostensible chief purpose of minimum wage legislation," which "was and is humanitarian—in some way to alleviate poverty arising from substandard wages." But, she asked, what was the connection between poverty and low wages? And, perhaps more to the point, what relevance has minimum wage legislation to the alleviation of poverty?

At present, there was in this country a lack of information about what proportion of the low-income population was made up of families headed by persons in low-wage employment, Dr. Ostry said. This was the group that would represent that portion of the low-income population who might be aided by minimum wage legislation.

Even within this group one would have to examine the extent to which their poverty arose, from unemployment and under-employment as well as from low wages.... I doubt that the majority of the non-farm poor are employed full time in either a low-wage or any other kind of job. Raising wage levels will help, certainly, but can hardly constitute a frontal attack on the problem of poverty.

Nevertheless, the speaker thought it essential to find out exactly how much poverty could be eliminated by minimum wage legislation, "if we are serious in our intentions to use this kind of legislation" for this purpose. She then went on to quote some figures to illustrate her contention that "the potential role of minimum wages in elimination of poverty is probably a minor one."

Wages and salaries, on the average formed almost 80 per cent of total family income in 1951 and 1961. But, for families in the lowest fifth of the income distribution in 1961, wages and salaries accounted for only 38 per cent of total income, a drop from 46 per cent in 1951.

The explanation, of course, is the great and growing importance of transfer payments as a component of the income of the low-income population. The significance of this fact from our point of view is the suggestion that the major impact of rising wages—through minimum wages or any other mechanism—is unlikely to be felt at the lowest end of the income distribution.

From another point of view, 60 per cent of all the families with income under \$2,000 in 1961 had heads who were not in the labour force at all during the year. "Minimum wages are irrelevant to such groups. Moreover, of the family heads who were in the labour force, almost half (47 per cent) had suffered some unemployment during the year. Further, the amount of unemployment was very prolonged in a substantial number of cases...."

Returning to her earlier statement that, to the extent that low wages arose from low productivity, specific worker characteristics, and labour surplus, the imposition of minimum wages was likely to involve some loss of actual or potential employment, Dr. Ostry said the loss "will bear most heavily on the most disadvantaged individuals in the population, those who because of age, lack of training, education or inherent ability are unable to meet the higher productivity

standards necessitated by the higher wage. Such workers become in effect, unemployable . . . ."

If minimum wage legislation had the effect of making some workers unemployable who were formerly employable, its effect was "not to alleviate poverty, but to change its characteristics." Dr. Ostry agreed, however, that some of the workers who were made unemployable through minimum wage legislation could be shifted back to the employable category through training, education, rehabilitation, or in some cases "assisted mobility."

It should be stressed that the success of such policies, in turn, depends on the maintenance of adequate aggregate demand, which is also a necessary condition for effective (that is, poverty-alleviating) minimum wage laws, since high unemployment or underemployment breaks an essential link between wage rates and income.

The speaker suggested that as an alternative to allowing minimum wages to displace such persons and then applying labour market policies, some or all of them might be maintained in employment, and a tax rebate or subsidy equal to the difference between their value and cost might be paid to the employing firm. She admitted that the administrative difficulties would be "monumental," but she thought that such schemes might not look "so wild-eyed to us 10 years from now." She contended that an approach to the problem of "unemployable" workers by way of some form of subsidized earnings and employment maintenance for a specified period of time ought not be rejected out of hand.

In many instances the victims of technological change—the unskilled, the older workers, the least educated worker, in short the most vulnerable or disadvantaged groups in the working population—are the same sort of individuals who would be made redundant by the imposition of higher minimum wages.

This was no argument against either technological change or higher minimum wages, but it was an attempt to show that minimum wage legislation "should not be considered in isolation from other types of labour policy, and to bring out one of the implications of technological and economic change for labour standards legislation."

Technological change adds to the number of marginally employed people and this will depress wages at the lowest level. Minimum wage legislation, in attempting to raise such wages, might to some extent aggravate the situation by adding to the number of such people. And in some industries, higher minimum wages might also stimulate technological change "of a decisively labour-saving nature."

### *Effect on Women's Employment*

The speaker touched on the question of what effect minimum wages might have on the employment of women in part-time work in the service industries. The number of part-time female workers in trade, finance and service industries, she said, had increased by 175 per cent between 1953 and 1961, and this trend might be expected to continue.

She wondered whether higher minimum wages in this sector would tend to shift employment in favour of full-time workers by making it more economical for the employer to use a smaller, more stable work force; and whether this tendency would reduce the "feminization" of the service work force.

### **Hours of Work**

The gradual decline in the amount of time spent at work in Canada, as in most industrialized countries, had been the effect of institutional rather than economic forces—collective bargaining and government legislation. Dr. Ostry pointed out that at first, the aim of the movement for shorter hours had been the humanitarian one of relieving drudgery and toil, protection of health and morals, and the prevention of accidents caused by fatigue. During the Depression, and again more recently, shorter hours had been advocated as a means of combatting unemployment.

Dr. Ostry quoted statistics which showed that average hours worked per week in Canada had declined from 45.75 for men and 41.88 for women in 1947 to 42.19 for men and 36.97 for women in 1963. A number of factors, she said, had contributed to this decline, including: the 40-hour standard work week; a growth in voluntary and, latterly, involuntary part-time; and a change in labour force composition, especially an increase in the proportion of women; and a decline in agricultural and in non-agricultural self-employment, where long hours were common.

Referring to Mr. Schonning's statement that a not unimportant portion of the labour force was still working very long hours, she said that it would be useful to know why these people were working such long hours, in order to be able to make a judgment of the need for, or impact of hours legislation. We also had no notion of the amount of overtime being worked in this country, how many of the overtime workers received premium pay, what type of premium they received, if any, or how much overtime they worked. A recent survey had shown that multiple job-holding was surprisingly insignificant, she remarked.



It seems "unrealistic to discuss the potential use of hours legislation in dealing with the effects of technological change" when it appears that such legislation "has not fully and effectively dealt with a much older problem—the limiting of hours of work in the interest of health, efficiency and worker morale."

Rapid technological change with the accompanying fear of technological unemployment has convinced a number of people, especially, although not exclusively, trade union leaders, that substantial reductions in hours are required to avert a major disaster. Recent developments in the collective bargaining field suggest that the demand for dramatically shorter standard hours (as well as other measures to cut annual working hours) will be an important issue in negotiations in coming years, and no doubt pressure will be exerted in the legislative arena to secure a similar end.

Although reduction of very long working hours had been accompanied in the past by an increase in output per hour sufficiently great to maintain or even increase weekly output, there was evidence that under present circumstances a widespread and substantial reduction of the work week below the 40- to 45-hour standard would result in a reduction in real output, Dr. Ostry said.

But it was quite possible that some employers would respond by hiring unemployed workers, if they could get workers of the right type. A reduced total output might thus be redistributed, the previously employed getting less; the previously unemployed, more.

Unemployment would thus be spread more thinly over the labour force, "instead of being exposed and concentrated in particular groups."

Her aim in discussing the economic consequences of a substantial reduction in the work week, the speaker said, had been to show "the limitations of such a policy approach in dealing with labour displacement problems associated with technological change." The effect of compulsory increases in overtime premiums based on a 40- or 45-hour standard would, however, be very different.

### Overtime

With reference to overtime, Dr. Ostry put forward the following points:

In some of the economy the "maximum output week" (the length of week below which an increase in output per hour fails to offset a reduction in hours) has not yet been approached, and here a reduction in hours would be beneficial to the employees' health and morale.

*The high level of unemployment that has prevailed during the past seven years has stimulated anew public dialogue on reducing hours of work as a means of overcoming unemployment. Reducing Worktime as a Means to Combat Unemployment, a recent publication of the W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich., reviews long-term trends in hours of work, the role that government and collective bargaining have played in reduction of hours, and major current proposals for shorter working hours. The publication was prepared by Dr. Sar A. Levitan of the Institute staff.*

*"During recent years, aggregate work hours in the economy have edged up only slightly, and reduction in workers' hours has not proceeded at a fast enough pace to prevent high unemployment. Our society has chosen instead to tackle unemployment through other programs." Dr. Levitan further states that the cost of the programs inaugurated by the United States federal government alone adds up to several billions of dollars.*

*The study questions whether an effective reduction in working time can be achieved through collective bargaining. Unions have not spoken with one voice on this matter. Although the AFL-CIO has taken a strong position in favour of a 35-hour work week, union members have shown only limited interest in such action, particularly where reduction in hours might mean a cut in weekly take-home pay or be a substitute for wage increases. The attitude of union members has prevented many labour unions from taking vigorous action on reduction in hours.*

*A reduction in hours is therefore, likely to be achieved only by legislative enactment. In considering government efforts to reduce unemployment, Dr. Levitan suggests that reduction in work time has not received adequate consideration.*

Although in some industries overtime is almost unavoidable at times, and in such cases higher overtime rates would "simply increase costs and possibly reduce employment," in others higher overtime rates might well induce some employers to convert some overtime into new jobs.

The latter development would be most likely in circumstances where suitable workers were available and "fringe benefit" costs of new hires did not exceed overtime costs.

Industry-by-industry studies are needed in order to find out which industries might respond to hours legislation by increasing employment, and which were unlikely to do so. Inter-industry variation in fringe benefit costs have relevance here: the very low fringe benefits in retail trade and some service industries make them likely candidates for the stimulation of new hires through heavier overtime penalties.

Such studies might show that the possibilities of selective hours legislation would be worth exploring, "with variable premia for different industries, or perhaps variable premia for different amounts of overtime."

"As a limited and selective tool, hours legislation might provide a helpful and not too costly means of creating some additional jobs for some of the unemployed. As a general tool, to deal with technological displacement of labour, it has serious limitations," Dr. Ostry said.

### **Anti-Discrimination Legislation**

Dr. Ostry confined her remarks on anti-discrimination legislation to that requiring equal pay for equal work for female employees.

"When women are paid less than men for the same work, either exploitation or discrimination is involved. It is the removal of pay differentials arising from the latter condition with which equal pay legislation is concerned," she said.

Genuine discrimination on the part of employers can be measured, at least in theory, "by the difference between the wages paid to males and females of comparable ability, experience, etc., performing the same work, that is, males and females who are genuine substitutes for one another in a given job.

If equal pay legislation adds to female wages an amount approximating or equal to the monetary value of the prejudice, then the cost of female labour, to the genuinely prejudiced employer, becomes higher than that of comparable male labour, and he will seek ways of substituting male for female labour. So, in effect, equal pay legislation, unless it manages to change employers' preferences, that is, to eliminate or reduce prejudice, would tend to promote the employment of men at the expense of women.

If, however, as was quite possible, equal pay legislation had the effect of reducing prejudice, sex differentials in pay might then be reduced or eliminated without the accompanying effects on employment, Dr. Ostry said.

There was an important research job to be done to find out how much genuine discrimination against women—in terms of

differing pay for comparable work—there was in Canada.

If genuine sex discrimination in pay is not widespread; that is, if it proves, upon examination of the data, that differences in productivity, quit and absence rates, work experience, and the like, explain most of the earnings differences between men and women, then equal pay legislation may take the form of government-sponsored discrimination against women; that is, it will raise the cost of female labour as compared with male labour of the same quality, and hence tend, all other things being equal, to reduce employment opportunities of women.

Much of the beneficial effect of equal pay legislation was to be derived from its educational value, Dr. Ostry said, and in so far as such legislation brought about a change in the tastes or preferences of employers, consumers or fellow employees, discrimination could be reduced without any risk of reducing employment opportunities for those discriminated against.

She suggested, however, that in certain areas of rapidly expanding female employment in which women have accepted low wages for part-time, intermittent and casual work, strenuously policed and administered equal pay legislation might well stimulate the growth of male employment. She doubted whether "there are many legislators who would be prepared to admit that this was the goal of equal pay legislation."

### **Dr. John R. Coleman**

Less compulsion by governments in labour-management relations, and an expansion in their role of providing voluntary mediation, conciliation, information and consultation was suggested by Dr. John R. Coleman in an address on "Public Policy, Collective Bargaining and Technological Change in the United States and Canada."

Dr. Coleman urged that in relations between management and labour the main reliance should be placed on collective bargaining, but that collective bargaining itself required to be revived, and that both parties should be prepared to readjust their attitudes to suit changing conditions.

There was firm evidence, he said, that technological change today was "more than simply the changes of the past on a grander scale," and that "the story has just begun."

For the purposes of his paper, he said that the most important elements of change through which both Canada and the United States were moving were:

A sharp decline in the growth of unskilled and semi-skilled jobs, and a rapid increase in the numbers of skilled and professional jobs.

Some shift in emphasis in the economy from goods-producing industries to service-producing industries.



Acceleration in the growth of the labour force as a result of higher birth rates in the last half of the 1940's.

A greater rise in the number of female participants in the labour force than in the number of male participants.

Marked increases in productivity per man-hour of employment.

Persistent unemployment among both the younger (under 24) and the older (over 45) workers with relatively little education.

If these changes became more rapid in the decades immediately ahead, as seemed likely, more and more workers would have to change jobs during their working lives; and in order to be able to do this, workers would have to continue to receive on- or off-the-job training throughout their working lives.

The changes would not affect all parts of Canada or the United States at anything like the same rate, Dr. Coleman pointed out, and regional differences might be expected to continue, "even in the face of governmental and private measures to soften them." A number of the growing, service-oriented industries would probably "demonstrate the desirability of geographical concentration at least as markedly as those that grew up in the goods-oriented industries of the past. All of these points together put a premium on the flexibility of men and their institutions."

Dr. Coleman said the thesis of his paper was "that collective bargaining still has a critical role to play in the United States and Canada and that public policy toward labour and management will have a profound impact on how well the bargaining institutions serve their constituents and the public too. But there are serious limitations on how much can be done through collective bargaining to smooth the adjustments to a changing world."

The primary weapons to ensure enough expansion of jobs to absorb growing labour forces lie in the arena of fiscal and monetary policies. And if there was a failure to use public spending and taxing and control of the money supply to bolster expanding economies, "governments and private parties could find even their most constructive approaches to collective bargaining frustrated," he said.

A man can dismiss as a frivolous over-statement the recent view that, at our soon-to-be-achieved levels of productivity, we are going to work ourselves out of jobs on a massive scale; and yet he can still argue that we are now challenged to use fiscal and monetary powers on a bolder, more flexible, and more knowledgeable basis than ever before. We do not need the spectre of the workerless factory and, back of that, of the universally workless worker to goad us into action; today's unemployment in the midst of today's prosperity and

in the face of tomorrow's swelling of the labour force should be enough to call for vigorously expansionist policies . . . For without an adequate increase in consumer demand, some parts of the spectre could become reality.

Dr. Coleman quoted a statement by Walter Reuther that "in a time like the present, no amount of collective bargaining can create "enough jobs to go around"—and the lack of enough jobs can seriously cripple some of the programs which are worked out at the collective bargaining table."

It is clearly a government responsibility to accept its commitment under the Employment Act of 1946 to the goals of "maximum employment, production and purchasing power" so that there will be enough jobs to go around . . . . Acceptance by government of its responsibilities in these areas would greatly ease collective bargaining friction over such issues as work rules and protection of jobs, and would leave to collective bargaining its task of finding solutions to the internal problems of readjustment which arise through technological change.

Referring to this statement of Mr. Reuther's, Dr. Coleman remarked that, "Just as collective bargaining could do little to create jobs by working on the supply side of markets, so it can do relatively little to create jobs from the demand side through the wage policy and purchasing power channel."

He went on to quote the following statement by U.S. Secretary of Labor Willard Wirtz to an advocate of wage increases as the way to create demand and jobs:

This oversimplification quite underestimates the role of the labour market in this country and many other countries. That is, most wage rates . . . reflect increases in the demand for labour in the different industries and the economy. On the whole, wages tend to rise with productivity, with or without unions . . . . It is true of course that a number of labour unions have been successful in raising rates faster than the average, but their efforts have tended to be rewarded by declines in employment beyond what otherwise would have taken place.

This lent further weight, Dr. Coleman said, to the argument that general fiscal and monetary policy, rather than collective bargaining, should be the main weapons in achieving national employment and price goals. "Certainly Canada, with its heavy involvement in export markets, and the United States, with growing involvements there, cannot calmly contemplate rapidly rising wages at home as elements likely to help them in world markets," he remarked.

Another of his main points was that the effectiveness of most weapons of public policy must ultimately be measured by the extent to which they induce private parties to act in the desired way.

Referring to the growth of government intervention in economic matters, Dr. Coleman noted that collective bargaining had not escaped this trend. He went on to say:

An assumption of this paper, however, is that the stated aim of most legislation on labour-management relations in the years immediately ahead will continue to be that of providing conditions under which private parties have the fullest opportunity to arrive at amicable and voluntary settlements consistent with the public interest. Governments, in other words, are not likely to want to take direct responsibility for setting the terms of settlements, except in cases of assumed national or local emergencies.

This assumption, he said, led him to suggest that government should generally confine itself to "the tasks of providing information, expediting agreements, and calling some basic rules of the game." But, he added, "these tasks are not small ones in meeting such rapidly changing conditions as unions and employers now face."

Changes in public policy on labour-management relations have their best chance of success when their advocates recognize and accept the generally conservative bias in the two bargaining parties, he said. What was new and fresh a short time ago has become rigid and reactionary. "Solutions that were adequate for the special conditions of the 1930's—seniority systems and share-the-work schemes, for example—have taken on a semi-hallowed life of their own which makes them highly resistant to change."

In unions, this development frequently leads to proposals for the 1960's that are blown-up versions of the agreements of the 1930's. Management demands that old practices and work rules be re-examined in the light of new problems are labelled as threats to return the plant to "sweat-shop conditions." Most serious of all, there are all too few unions that have sponsored as much as one single educational institute devoted to an objective look at, say, the economics of automation; the result is that they become easy preys for the most extreme views on the technological changes going on around them. Emotions abound, but facts and fresh looks are scarce.

Management leaders, from whom one might hope for a more enlightened approach, have apparently given labour relations relatively low priority in their thinking. The concept of long-range advance planning, well established in other parts of the business, is rarer in dealing with unions. Consequently some corporate proposals made to revise past practices are put forth before there has been adequate thought given to ways of making these ideas more palatable to a suspicious, and at times frightened, union. Whether because of resignation or of insensitivity, these company spokesmen on labour matters give their union counterparts too little to think about as constructive alternatives to the union's defensive policies.

## Bargaining Units

Passing on to the question of what part should be played by government in collective bargaining, the speaker referred first of all to the determination of bargaining units. Labour laws had not given labour relations boards in Canada or the United States much guidance on what factors they were to consider in deciding what an appropriate bargaining unit was. Consequently, most boards had had a good deal of leeway in making their own decisions on this point.

Under the circumstances, it is perhaps fortuitous that some of the most far-reaching of those decisions, those of the [U.S.] National Labor Relations Board in the years from 1935 to 1937, leaned as far as they did toward industrial rather than craft unionism. Collective bargaining would surely be less stable and less flexible if big industrial plants were fragmented into trade groups each of which would surely have built protective walls about itself with little regard to the impact of changing technology.

The first and most serious question posed by the rapid changes in today's economies is whether these boards have either the will or the power to create units broad enough to give still greater flexibility to bargaining.

Dr. Coleman suggested that larger bargaining units, which would allow displaced workers to transfer to other plants of the same company or even the same industry, or "working alliances" that would accomplish a similar purpose, might be desirable. He admitted, however, that "units made larger by government fiat for this one purpose" might turn out to have serious drawbacks on other scores.

He suggested that this consideration, "plus the enormous difficulties involved in effecting wholesale changes in the size of bargaining units, would make the alternative of encouraging multi-unit agreements on transfer of job rights the more attractive one for established units." But "this result could scarcely be brought about by any orders of the labour relations boards."

The best way might be for the government to lean toward the largest practicable units in future determinations, and to encourage the parties to established relationships "to broaden their seniority units beyond single departments or plants."

The speaker remarked that the greater independence of the provinces of Canada in the matter of labour law, compared with the states of the American union, raised difficulties. But he thought that it also had some advantages, one of which was that it allowed more room for experimenting in labour law, "and such experimentation can be valuable if its results are studied and



talked about. But it may yet prove disadvantageous on the issue of bargaining units.

The problems of building more flexibility into bargaining, and more mobility into men, are unlikely to remain within provincial boundaries. They may make it imperative that there be closer liaison among the provinces in permitting extended bargaining units or, at a minimum, seniority units. Otherwise Canadians may find themselves facing labour immobilities, already great enough among men, but made greater here by legal institutions built on local autonomies.

### Professional Employees

Another question regarding bargaining units, Dr. Coleman said, was the issue of professional employees as possible members.

Professionals represent a growing part of the labour force and circumstances may push them toward self-organization. But today's labour laws are written so as to exclude professional employees from the protection of unions. He thought that "some form of government intervention to advance the likelihood of constructive agreements wherever such employees want to take collective action seems a distinct possibility for the future."

### Bargaining in Good Faith

Although federal law in the United States had perhaps gone farther than any other in stating what was meant by "bargaining in good faith," the National Labor Relations Board and the courts were endlessly involved in deciding when the requirement had been met, Dr. Coleman said. The general tendency was to include more and more subjects as ones that must be bargained about.

Today, some of the most interesting of such subjects are products of technological change, for example, management's right to contract out work or to move a plant. "These new issues may reasonably seem as much a part of the terms and conditions of employment in today's world as wages and hours were in yesterday's world. This issue is not so much one of what the National Labor Relations Board says at any moment as it is of what Congress said in the first place," the speaker said.

Is this healthy public policy? And do the problems presented by new technology make it desirable that we go further in both countries in prescribing the content of bargaining by law. The limiting assumption introduced earlier suggests a negative answer to both questions. Laws in Canada and the United States alike have generally steered clear of excluding any topics from the permissible arena for bargaining; it might be equally wise to steer clear of requirements of what must be bargained about. . . .

The danger in facing technological change by an expansion in the power of government to compel bargaining over any particular solution is that it may make government seem to be a party to too narrow an approach to the whole issue. If administrators of labour laws go a step further, and say that their jobs are done once they get the parties to the table and into a debate on a specific issue, the danger is compounded, for this misses a potentially creative role in helping the parties to open new doors.

On balance, then, the wisest public policy, so far as statutory duty to bargain is concerned, may be that expressed by Canada's Minister of Labour at the time that the Industrial Relations and Disputes Investigation Act was passed in 1948: "... only such regulation of employer and employee activities in their industrial relationship as is considered necessary for the protection of the public interest is incorporated in the legislation. The main responsibility is left with labour and management for the settlement between them of their problems, the negotiation of collective agreements and the administration of such agreements."

### The Right to Employ Economic Sanctions

The problems of technological change might lead to the use of "naked economic power" more in the future than had been the case recently, the speaker thought. But there was evidence, especially in the United States, of "increased public impatience with the use of this power." The effect of anti-strike pressure was that there was a strong temptation for politicians and labour law administrators to "build records for maintaining or re-establishing industrial peace."

In both American and Canadian legislation there was a tendency to "equate peace with the good, and, by implication, strife with the bad." Although industrial peace had much to be said for it, Dr. Coleman said, "politicians, administrators, newspapermen, and the parties themselves do a great disservice whenever they elevate industrial peace to a point where the price paid for it is not brought into constant question."

He started with certain assumptions: That the parties themselves were the best judges of what should be included in a settlement; that the parties to a strike often learned lessons from it that were not learned in other ways; that the cost of strikes was usually seriously exaggerated; that the result of much outside intervention aimed at keeping the peace was to gloss over or postpone the thorniest issues at the bargaining table; and that "the new pattern in manpower utilization demands that companies and unions be forced to look harder at their current joint practices."

But today, peace "that is bought by dodging the radical adjustments made necessary by new technology is peace at too high a price," Dr. Coleman asserted.

Even stability that is maintained during the life of an agreement by permitting one party or the other to refuse to discuss an issue may be dearly bought; if the parties themselves want to operate under such rules, they ought to be free to do so, but why should governments lend their sanctions to this practice?

Similarly, companies that preserve peace but fall behind their competitors rather than adopt new methods and possibly antagonize the union will not have helped their employees or their owners over the long run.

Unions that avoid the search for ways to soften the impact of change on a particular group of employees, and instead pass on to society at large the burden of relocating these employees, have not acted in terms of the longer-run public interest.

The conclusion then follows that the most constructive public policies toward labour-management relations will not make the mistake of confusing mere avoidance of open but orderly strike with the advancement of public or private interests . . . it is not government's job to maintain peace at all costs. And if there must be curbs on the right to strike (and there are a few genuine emergency disputes threatening public health or safety), then those curbs should be seen for what they are: a high price paid to avoid the assumed higher price of an interruption of production.

### Mediation, Conciliation and Consultation

Governments may play other roles more valuable than compulsion in helping private parties to bring their relationships into closer harmony with new conditions, and these were those of providing voluntary mediation, conciliation, information and consultation. None of these roles was easy.

Services which the bargaining parties are free to accept or reject must be made so attractive that the parties want to accept them. But this in itself is the strength of the voluntary approach. It provides an incentive for governments to provide services that may prove much more genuinely helpful and far-reaching than anything yet provided.

Although "blind pattern-following, mere drifting, and unguided flailing about" were common modes of behaviour in unions and companies, there were exceptions, Dr. Coleman said. He mentioned Kaiser Steel and the United Steelworkers in the United States (L.G., Feb., p. 101), and Quebec Iron and Titanium and the Metal Trades Federation in Canada as examples of "thoughtful new approaches to bargaining problems." Such instances afford concrete experience in modifying work rules, changing seniority units, sharing the gains of productivity, retraining displaced workers, and "phasing change-overs to minimize the hardships to employees."

Newspapers, magazines and university scholars, as well as government officials, could carry the news of these "forward-looking developments" to bargainers elsewhere. But government mediators and conciliators had particularly good reason to do so; they came into the closest direct contact with the parties at times when help was most needed. "Armed with solid information, they may be of assistance to the parties, they may find themselves more welcome, and hence more effective, than when they came armed with that power of the law that made up too much of the credentials of too many such men in the past."

If this service was to be valuable, certain conditions must be met:

Mediators and conciliators will have to be better and more continuously trained, and will have to be more adequately compensated.

They will have to be as well armed with the disadvantages and continuing problems in others' experiences, as they are with the successes.

There must be a marked expansion in the government's own research and fact-gathering on labour-management relations.

We must be prepared in both countries to be more tolerant and receptive toward advice-giving by government in controversial areas than we have been to date. (This may come about automatically once the mediators' and conciliators' skills make their services potentially more useful to the parties.)

The provision of facts alone would offer no panacea, but it might make the difference between wise and foolish adjustments to the world around, the speaker suggested, and in this there was no substitute for the services of government agencies.

He spoke highly of the statistical services of the U.S. Bureau of Labor Statistics, "But," he said, "it is to Canada that one must look for the most promising experiment in governmental consultation services."

The new Manpower Consultative Service of the federal Department of Labour is so full of promise that it deserves the study of all who care about automation's impact on the labour force. Its underlying principles—advance planning for change in private employment situations, joint union-management study and action wherever unions exist, and supplementary government assistance on a voluntary basis—are consistent with the preservation of free bargaining, yet they recognize the urgent necessity of changes in the old ways of doing business.

Through public-financed incentives for study, formulation of adjustment plans, and relocation and retraining of displaced workers, the Service is able to offer positive inducements to the provinces, to employers, and to unions to adapt to change. Back of these incentives there are to be technical, consultative services to aid private parties in settling their own problems.

The years immediately ahead will tell whether this program is pursued with the vigor, the objectivity, and the great skill that could make it a model for others to copy. If it fulfills



even half of its promise, it may help Canada to develop national labour policies to meet national problems; it will cement closer ties among the separate labour departments in the provinces not by compulsion but by the offering of interprovincial services that are shown to be of value.

One kind of consultation service that was especially needed was consultation that would help the parties to solve some of their own problems. "Unions in particular need considerable prodding and help in seeing how the passage of time, the changes in the labour force, and the new technology have changed their lives. Every aspect of the manpower revolution—more service workers, more highly educated and skilled employees, more women—must have its effect in the labour union halls . . .

"The blunt fact is that many union practices, especially those concerning internal communications and personnel administrative procedures, are sorely in need of overhauling to make the unions fitter for their tasks. Can government consultative services help the unions to see these issues and to think their way through them?"

Unless unions can be rejuvenated in certain ways, "collective bargaining may lose its remaining chances to play a major relevant part in our economies, and this at

just that moment when we most need joint labour-management efforts to help us welcome technological change," Dr. Coleman said.

In conclusion, he expressed the opinion that in spite of the harsh words that he had uttered, "Collective bargaining still has within it the potential for creative innovations. More than any other decision-making mechanism yet devised, it holds the promise of broadening participation to include more of those affected by the decisions. It can allow for flexibility in a way that fits well into the vast differences from industry to industry, region to region, and decade to decade in the two countries. These points make collective bargaining worth saving and worth improving."

The question was whether or not labour-management relations could be developed so that they could respond to changing technology. This, he believed, could come about "only with changed concepts of government's role in labour-management relations. With less compulsion and more voluntarism, with greater consultative help, and with a re-examination of all laws and administrative procedures so as to build more flexibility and mobility into the private relationships, government can help to build a collective bargaining environment better suited to the 1960's."

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The working life of U.S. males is characterized by a sequence of job changes. This and other findings are included in Manpower Report No. 10, "Job Changing and Manpower Training," of the U.S. Department of Labor.

Almost two of an expected six or seven lifetime job changes will occur in the short five-year period between the 20th and 25th years; average job tenure in the remaining working life of 43 years will be about 5½ years.

Of special interest are newly-derived statistics which not only show that job stability increases as the worker matures, but underline the finding that specific training may be warranted for older workers—even those over 55—because of their low job-changing tendencies. For workers over 55, the average job tenure is about seven years, or until death or retirement.

Combining the results of past studies with a survey on the length of male working life, the report comes up with some additional dimensions of job changing and job stability, as well as some implications for manpower training and retraining.

The initial training of young men should be broad and general in order to give them the flexibility necessary to meet changing job demands.

Men past the age of 35 often require more intensive and specific training because: (1) they usually cannot fit into typical entry jobs, and (2) employers do not wish to hire them if they cannot assume a full measure of responsibility. Because of changing industrial and business processes, there is the need for frequent retraining at all ages.

# Safety and Health Legislation in 1964

*Ontario enacts Industrial Safety Act, New Brunswick replaces its Industrial Safety Act. British Columbia amends Boiler and Pressure Vessel Act; Saskatchewan, Electrical Licensing Act*

Four provinces passed safety and health legislation at the 1964 sessions of the Legislatures.

Ontario enacted the Industrial Safety Act, 1964, a thorough revision and updating of its factory legislation.

New Brunswick also revised and replaced its Industrial Safety Act, extending its application to all workplaces within the jurisdiction of the province except private homes and mining operations.

British Columbia relaxed operational requirements for low-pressure boilers in an amendment to the Boiler and Pressure Vessel Act.

Saskatchewan made minor amendments to the Electrical Inspection and Licensing Act.

## ONTARIO

### Factories and Other Workplaces

The Industrial Safety Act, which went into force on July 31, 1964, represents a major revision—the first since 1932—of the Factory, Shop and Office Building Act. In moving first reading of the Bill, the Minister of Labour for Ontario described the purpose and some of the effects of the revision as follows:

It is a complete rewriting of the old Factory, Shop and Office Building Act and involves a major overhaul in industrial safety legislation. Where possible, the recommendations of the Royal Commission on Industrial Safety have been implemented and the safety and welfare provisions have been expanded and modernized.

Some of the features of the new Industrial Safety Act of 1964 are, first, to increase flexibility and adaptation to changing conditions. The Act will contain only the fundamental welfare provisions, while the detailed requirements will be contained in the regulations. Care will be taken to ensure that the safety and welfare provisions are in line with today's needs.

The new legislation is broader in coverage than previously and applies, as before, to any factory, shop, office or office building but now includes an office building used or occupied by the Crown or by a municipality. Except with respect to the provisions requiring departmental approval of plans, the Act also covers laundromats, public laundries, and laundries operated in conjunction with hotels, motels, hospitals or other public buildings. In addition, the Lieutenant-Governor in Council is empowered to bring any premises within the scope of the Act.

The Act does not apply to operations carried on under the Construction Hoists Act,

1960-61, the Mining Act, the Loggers' Safety Act, 1962-63, and the Energy Act. Also excluded are farming, horticulture, and the raising of fowl or livestock.

One of the principal changes is the minimum age for employment in a factory is raised from 14 to 15 years. Fourteen years remains the minimum age for a shop, office and office building but the Act stipulates that 14-year-olds may be employed only under such conditions as are prescribed by the regulations. "Shop" includes a restaurant, bowling alley, pool room and billiard parlour.

The Act also stipulates, as before, that no young person under 16 may be employed during school hours without an employment certificate exempting him from school attendance.

### Powers of Inspectors

The powers and duties of inspectors are redefined to improve administration and enforcement. They are now given express authority to bring in technical experts to make examinations, tests and inquiries, and where necessary, to take samples. The owner, employer or person in charge, however, may require the inspector to divide such a sample into two parts and leave one part with the establishment.

A new provision authorizes an inspector to take up or use any property, real or personal, at any time without warrant, and his right of access to premises and to information is reinforced by a positive requirement providing that no person may obstruct or attempt to obstruct him in the performance of his duty.

As previously, an inspector has power to issue stop-work orders if he considers that the safety of persons is endangered.

A new provision states that where the Act or the regulations require an inspector's approval, he may specify the terms and conditions on which his approval is given. He may withdraw such approval for a breach of any condition or change in circumstances.

The power to summon persons and to examine them under oath for the purpose of an investigation, inquiry or examination is no longer given to an inspector, but is vested exclusively in the chief inspector.

The legislation provides a check on the powers of inspectors by permitting any owner or employer to appeal to the chief



inspector from an order of an inspector. The chief inspector may vary, rescind or confirm the order after the owner or employer has been given an opportunity to state his case.

An inspector or other person engaged under the Act in inspection functions in an industrial establishment is forbidden to disclose information he may obtain concerning any manufacturing process or trade secret, except for purposes of the Act or as required by law. Likewise, he may not disclose the results of any analysis, examination, testing, inquiry or sampling, except for purposes of the Act or for a prosecution.

The Act also forbids any person who obtains information in connection with any inspection, investigation, inquiry or other related matter to divulge the name of the informant, except for purposes of the Act. Moreover, such a person is not competent or required to divulge the name of the informant before any court or other tribunal.

An inspector is not personally liable for his actions in connection with the performance of his duty.

### *Approval of Plans*

The provisions requiring departmental approval of plans and specifications, which are designed to ensure that all industrial establishments are structurally sound, have been strengthened. A departmental engineer must now approve plans and specifications before installing or altering in an industrial establishment any equipment, machinery or device designated by the regulations. As previously, such approval is required also before commencing work on the construction or alteration of a factory, large shop or office building.

Under a new provision, a departmental engineer may grant preliminary approval of plans, permitting work of construction to be begun. In such a case, however, no person may occupy or use the building as an industrial establishment until final approval of plans has been granted.

Upon commencing to occupy a factory, an employer must notify the chief inspector, giving specified information. Previously, he was required to obtain a certificate of inspection and a permit to operate a factory before operations could be commenced. In addition, he had to notify the chief inspector within one month after he began to occupy the building.

The Act requires every employer to maintain his industrial establishment (factory, shop, office or office building) so that the safety of persons is not likely to be endangered, and to take all reasonable precautions to ensure the safety of every person in the establishment. This would include

*The responsibility for industrial safety in finality rests on both the employer and the employee, Donald H. Jupp, President of the Canadian Construction Association, told the CCA's monthly national management committee meeting. "Safety is a 'must' and should offer considerable savings to all concerned, to the worker in his health and welfare, to the employer to his balance sheet through resulting lower compensation premiums.*

*"The responsibility for safety in finality rests on both the employer and the employee. Either of these can be remiss and both are now being held responsible for their respective failures. In Ontario we have noted with satisfaction that prosecutions are no longer restricted only to employers, and that employees failing to protect themselves are also being taken to task. Teamwork is a vital necessity and must be present for the best successful results."*

ensuring that other relevant legislation administered by the Department of Labour and regulations made under the Power Commission Act are observed.

Every person, other than the owner, in possession of an industrial establishment or part of it is jointly responsible with the owner in respect of any obligations falling upon the owner under the legislation, provided the lease states that the particular matter is the responsibility of the lessee.

The Act specifies that any person who, under contract with an employer, supplies the latter with a machine or device and workmen in connection with it is considered to be the employer of the workmen supplied.

It is now forbidden to use or operate, or to cause or permit to be operated, any machine, device or thing in or about an industrial establishment if it is unsafe or contravenes the Act or the regulations. Another new provision prohibits any person from using or operating any machine, device or thing in or about an industrial establishment unsafely or in a manner not in compliance with the regulations.

### *Regulations*

As already indicated, the Act now deals with matters of principle, leaving detailed safety and welfare requirements to be prescribed by regulation (see page 1003). The Lieutenant-Governor in Council is given very broad powers to make regulations, which may apply to industry generally or to particular types of establishments.

Matters designed to ensure the safety of persons in or about industrial establishments which may be dealt with by regulations in-

clude the following: powers and duties of departmental inspectors and engineers; designation of equipment, machinery or devices now requiring approval of plans; regulation or prohibition of the sale, installation or use of any machine, device or thing; approval of machines and devices by designated testing organizations; fire protection; and personal protective clothing and safety devices.

Health or welfare matters on which standards may be set by regulations include the use of any material or process; poisonous, dangerous or harmful substances; the reporting by physicians of cases of affection from dangerous substances or industrial poisoning; atmospheric conditions; medical examination of employees; and the provision of facilities for medical treatment and supervision of the general health of workers; sanitary conveniences and welfare.

Two matters not heretofore provided for in the Act or regulations concerning which regulations may now be made are the lifting, carrying or moving of weights by employees and the employment of pregnant women in factories or shops.

Although hours provisions have been transferred to another statute, the Hours of Work and Vacations with Pay Act, there is still authority in the Act enabling the Lieutenant-Governor in Council to prohibit employment or modify or limit the hours of work of any person or class of persons in connection with any industrial establishment.

#### *Homeworkers*

The new Act gives the chief inspector more direct control over the activities of homeworkers, making him, instead of the inspector, responsible for the issue, suspension or revocation of permits for homework.

Inspectors have the same powers and duties with respect to premises where homework is carried on as a medical officer of health under the Public Health Act. This empowers them to enter a building at any time, to order the occupant to cleanse the premises and to remove or destroy an article that might endanger public health.

The Lieutenant-Governor in Council is now given authority to issue regulations in connection with any matter pertaining to homework.

#### *Penalties*

In line with the recommendation of the Royal Commission on Industrial Safety, the penalties for various offences are eliminated and a higher general penalty substituted. On summary conviction, any person who contravenes the legislation, an inspector's order, or a condition of an approval

or permit is liable to a maximum fine of \$1,000 or to imprisonment for up to 12 months, or to both.

A modification of a provision in the previous Act provides for the imposition of a daily penalty for each day an offence continues, if an information has been laid, or if the offence is one of employing children under 15 years of age contrary to the Act.

The chief inspector may now apply to a judge of the Supreme Court for an order enjoining any person from continuing any act or default for which he was convicted, and the order may be enforced in the same manner as any other court order.

A final provision limits to one year the period within which prosecutions may be instituted for offences under the Act.

### **NEW BRUNSWICK**

#### **Factories and Other Workplaces**

The new Industrial Safety Act, which came into force on May 1, replaced an earlier statute of the same name, and is designed to ensure the enforcement of minimum safety standards in a wide range of workplaces.

As in the Ontario legislation already described, the Act extends its field of application and strengthens enforcement provisions. For greater flexibility, some industrial hygiene, safety and welfare matters previously covered in the Act are to be dealt with by regulation.

Provisions setting a minimum age for employment and regulating the hours of work of women and young persons have been transferred to the new Minimum Employment Standards Act.

The Industrial Safety Act now applies to all workplaces except private homes, places of employment under the Mining Act and those subject to federal jurisdiction. Farm employment is thus brought within the scope of the Act.

To improve enforcement, the chief inspector is now empowered to issue stop-work orders where he believes there is immediate or impending danger to an employee because of unsafe working conditions. He may order the removal of the employee and suspension of the hazardous operation and require the operator to take remedial action. In such cases no person may enter the area, except to remove or guard the hazard, until the inspector has authorized the resumption of the work.

Such a decision of the chief inspector, however, does not become final until 24 hours have elapsed. During this time the



operator is given an opportunity to show cause as to why the chief inspector's order should not become effective.

A new reporting provision requires the operator to notify the chief inspector within 24 hours after the occurrence of an accidental explosion, whether or not an employee is injured. Where an accident results in a fatality, it is now forbidden to alter the scene of the accident until an inspector has made an inspection and given his approval to do so, unless some alteration is necessary to release an employee or to avoid the creation of an additional hazard.

As in Ontario, specific safety and health standards are to be prescribed by regulation.

Regulations applying to places of employment may deal with such hygiene and welfare matters as sanitation, washroom and toilet facilities, drinking water, ventilation, illumination, first aid, lunchrooms and restrooms, and seats.

Regulations may also be made with respect to the use and care of tools, machinery and equipment, including hand tools, portable power tools, welding and burning equipment, mechanical equipment and machinery guards.

Also authorized are regulations governing construction equipment, explosive-actuated tools, ladders, scaffolds, explosives and work in excavations and compressed air.

Other matters to be dealt with by regulation include electrical hazards, industrial diseases, personal protective equipment, handling and storage of materials, and employee work practices.

Penalties for infractions of the legislation are now more severe. A fine of up to \$1,000 may be imposed and, in default, a prison term not exceeding six months. This compares with the previous maximum fine of \$100 and prison term of three months.

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Two new illustrated publications of the International Labour Office, *Guide on Protection Against Ionizing Radiations in Industrial Radiography and Fluoroscopy*, and *Guide on Protection Against Ionizing Radiations in the Application of Luminous Compounds*, describe the protective measures necessary in two branches of industry with particularly serious danger of radiation exposure: the testing of manufactured goods by means of industrial radiography and fluoroscopy and the application of luminous compounds to watch dials, road signs, etc.

The first of these guides, after two chapters on X-radiography and fluoroscopy and on gamma radiography, gives precise details of how to calculate shielding requirements and of operating procedures. The second deals with radiation exposure and the measures to be taken for protection and surveillance. Brief glossaries provide the reader with definitions of the principal technical terms in the first guide and of quantities and units in the second.

These two booklets form Parts IV and V of the *Manual of Industrial Radiation Protection*.

## BRITISH COLUMBIA

### Boilers and Pressure Vessels

An amendment to the Boiler and Pressure Vessel Act now permits the operation of a low-pressure boiler without an engineer in attendance when no person is in the building, provided that the conditions prescribed by the regulations are observed. Previously, the operation of a steam plant without a certificated engineer in charge was forbidden.

A low-pressure boiler is defined as a steam boiler with a working pressure not exceeding 15 p.s.i. or a hot water boiler where the working pressure does not exceed 160 p.s.i. and the temperature is not about 250°F.

## SASKATCHEWAN

### Electrical Installations

The Electrical Inspection and Licensing Act, which provides for the enforcement of uniform safety standards governing electrical installations and equipment, empowers an inspector to order the owner, agent or occupant of a building to make repairs to an electrical installation or equipment or to remove an electrical hazard.

An amendment to the Act makes non-compliance with an order of the inspector an offence and provides for penalties.

If a person is convicted of such an offence, the magistrate or justice of the peace must also order him to have done, within a specified period, whatever is necessary to comply with the inspector's order. In the event of non-compliance with the court order, a further daily fine, which may range from \$5 to \$25, may be imposed or, as an alternative, imprisonment up to two months, or the person may be liable to both fine and imprisonment.

# Report of the Unemployment Insurance Advisory Committee for Year Ended March 31, 1964

*Unless unemployment insurance scheme is revised, Committee sees no immediate prospect of improvement in Unemployment Insurance Fund, predicts need again for loans from Government*

Unless revision of the unemployment insurance scheme is undertaken, "there is no immediate prospect of improvement" to the point where it will not be necessary to borrow at the time when the claims load is always heavy, the Unemployment Insurance Advisory Committee stated in its report for the year ended March 31, 1964, tabled in the House of Commons on August 7.

The Committee pointed out that at the end of the fiscal year, the balance in the Unemployment Insurance Fund had been reduced to \$874,000, compared with a balance of \$9,692,000 a year earlier, and \$66,598,000 at March 31, 1962; that this small balance had been wiped out in April, and that the Fund had been enabled to continue to pay claims received during April and May only by means of loans from the Government. Although these loans were repaid by the end of July, the committee found the situation unsatisfactory.

## Position Might Improve

The Committee was in agreement with the opinion expressed by the Senior Actuary of the Department of Insurance that, although the same pattern would be followed in the 1964-65 fiscal year, the position of the Fund should not worsen, and might improve considerably by the end of May 1965.

The Committee quoted the Actuary's report to the effect that a balance of \$6,000,000 at the end of the 1964-65 fiscal year and a deficit of about \$25,000,000 at the end of May 1965 appear to be in prospect if unemployment conditions are much like those of 1963-64. If unemployment shows a further improvement, the deficit may be only \$1,000,000 at the end of May.

"In summary, it seems reasonable to expect that the Unemployment Insurance Fund will develop at least as favourably for the remainder of the fiscal year 1964-65

as it did in 1963-64. Only slight further improvement can be looked for in unemployment conditions that have already developed favourably for three years. Revision of the unemployment insurance scheme does not appear to be an early prospect. All in all, present circumstances suggest that the position of the Fund should not deteriorate and might improve considerably by the end of May 1965."

## Make Necessary Provision

If the continued payment of benefits required that the Fund should be supplemented beyond the \$55,000,000 that had already been provided for, the Committee recommended that the necessary provision should be made.

The Committee refrained, as it did last year, from making detailed proposals for revision of the Unemployment Insurance Act, in order to avoid duplication of the investigation made by the Gill Committee. The recommendations of that Committee are still under consideration by the Government.

At the same time, however, the Advisory Committee expressed its concern about the length of time that has elapsed without corrective action being taken and reiterated its hope that revision of the plan will be undertaken soon.

The Committee drew attention also to the information from the Dominion Bureau of Statistics that in the last four years the growth of the insured population has not been keeping pace with the growth in the labour force. It attributed this discrepancy to the movement of wage earners beyond the wage ceiling because of increases in average salaries and wages, and to the fact that part of the growth of the labour force has taken place in sectors not covered by unemployment insurance.

The report is reprinted below.

## Report of the Unemployment Insurance Advisory Committee for the Year Ended March 31, 1964

To His Excellency the Governor in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 16, 1964, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1964;

(b) from the Dominion Bureau of Statistics, a tabulation of 1963 unemployment insurance statistics;



(c) from the Senior Actuary, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund.

The Committee wishes to draw attention to the information given in the report of the Dominion Bureau of Statistics that in the last four years the growth of the insured population has not been keeping pace with the growth in the labour force. Whereas the non-agricultural paid worker segment of the labour force has increased by about 5 per cent since 1960, the insured population has remained almost static since that time.

This may be due in part to a movement of salaried workers beyond the wage ceiling because of increases in average wages and salaries that have occurred during the period. This is illustrated by the fact that between 1959 and 1963 the weekly average of wages rose from \$73.47 to \$83.41.

In part, the discrepancy may be due to the fact that part of the growth of the paid labour

force has been in the fields of employment by hospitals and other health services, welfare organizations and educational institutions. In those areas the great majority of employees are not covered by unemployment insurance and the growth in their numbers would have no substantial effect on the size of the insured population.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1964 was \$874,881. This compares with the balance in the fund at the end of each of the three preceding fiscal years as follows:

1964 .....	\$ 874,000
1963 .....	9,692,000
1962 .....	66,598,000
1961 .....	184,685,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest:

	1964	1963	1962	1961
	(in thousands of dollars)			
Increase or decrease in balance from previous year.....	-8,817	-56,905	-118,087	-181,207
Contributions from employers and employees.....	296,585	286,430	277,789	275,273
Contributions from the Government of Canada.....	59,317	57,286	55,558	55,055
Amounts collected in penalties.....	109	103	90	63
Interest on Investments.....	1,061	2,466	6,800	9,980
Profit or loss on sale of securities.....			L. 622	L. 7,269
Interest paid on loans.....	237		2,961	403
Total net revenue.....	357,074	346,285	336,253	332,698
Ordinary benefit payments.....	287,512	318,119	352,328	406,728
Seasonal benefit payments.....	78,141	85,071	102,411	107,178
Excess of expenditure over revenue.....	8,817	56,905	118,087	181,207

#### FISHING COVERAGE

	(in thousands of dollars)			
Contributions from employers and employees.....	1,245	1,207	1,075	1,122
Contributions from Government of Canada.....	249	241	215	224
Benefit payments.....	11,437	10,882	11,650	11,785
Excess of benefit payments over contributions.....	9,943	9,434	10,360	10,439

#### OTHER STATISTICS

Number of initial claims for Unemployment Insurance received	1,385,000	1,507,000	1,613,000	1,814,000
Average number of benefit weeks paid.....	13.1	13.4	14.3	16.4
Average weekly rate.....	\$24.49	\$24.27	\$24.02	\$23.12

At the beginning of the fiscal year 1963-64, there was a balance of about \$10 million in the Unemployment Insurance Fund, but during April and May 1963 the Fund was forced to borrow \$35 million from the Government in order to discharge its liabilities in those months, in which the amount of benefit payable exceeded the revenue. The loans were repaid by the end of July 1963.

However, as mentioned in the Committee's Report for the fiscal year 1962-63, made in July 1963, it was expected that, if unemployment conditions continued to be about the same as in the preceding fiscal year, there would be a deficit of about \$49 million by the end of the fiscal year, March 31, 1964. As it turned out, there was a small balance at that date (\$874,000). This can be attributed to the better employment conditions that prevailed during the year 1963-64. This betterment is reflected in a smaller number of claims for benefit (1,385,000 initial claims compared with 1,507,000 in the previous year), slightly higher revenue (\$357 million compared with \$346 million) and a decrease in the total amount of benefit paid (\$365 million for regular and seasonal benefit combined, compared with \$403 million).

However, during April and May 1964 the Fund was again forced to borrow from the Government as it had done in 1963 to enable it to discharge its liabilities. Although the Committee has been advised that these loans will be repaid by the end of July 1964, there is no immediate prospect of improvement to the point where yearly income will exceed yearly outgo by an amount sufficient to avoid the necessity of borrowing at the time of year when the claims load is always heavy, still less to rebuild a reserve as a cushion against a possible increase in the claims load in some years.

In regard to this, the Committee draws attention to the following paragraphs in the report prepared for it by the Senior Actuary of the Department of Insurance:

32. Briefly recapitulating our calculations, a Fund balance of \$6 million at the end of the 1964-65 fiscal year and a Fund deficit of about \$25 million at the end of May 1965 appear to be in prospect if unemployment conditions are much like those of 1963-64. If unemployment shows a modest further improvement, the Fund balance may be about -\$1 million at the end of May 1965. Accordingly if the present authorization empowering the Government

to lend the Unemployment Insurance Commission up to \$55 million is continued, the Fund should be able to meet all its benefit obligations through to the end of the 1964-65 seasonal benefit period. The summer months of 1965 should then show an increase in the Fund.

33. In summary, it seems reasonable to expect that the Unemployment Insurance Fund will develop at least as favourably for the remainder of the fiscal year 1964-65 as it did in 1963-64. Only slight further improvement can be looked for in unemployment conditions that have already developed favourably for three years. Revision of the unemployment insurance scheme does not appear to be an early prospect. All in all, present circumstances suggest that the position of the Fund should not deteriorate and might improve considerably by the end of May 1965.

The imbalance of revenue and expenditure that has existed for several years is an unsatisfactory situation that ought to be corrected. Under ordinary circumstances the Committee, in accordance with its terms of reference as laid down in Section 89 of the Unemployment Insurance Act, would submit recommendations for doing so. However, the Committee again finds itself in a position, as it did last year, where it seems undesirable to submit proposals of its own in view of the fact that the recommendations made by the Gill Committee are still under consideration by the Government.

It is apparent from the Gill Committee's report that merely to increase the rates of con-

tribution without giving consideration to other vital aspects of the unemployment insurance plan that need revision would not be an adequate solution. However, a detailed examination of the whole plan in depth by the Advisory Committee at this juncture would be practically a duplication of the investigation already made by the Gill Committee. Therefore, until further indication is received of the wishes of the Government in this matter, the Committee considers that it should refrain from making detailed proposals for revision of the Act.

The Committee is concerned about the long time that has elapsed without corrective action being taken and reiterates its hope that revision of the unemployment insurance plan will be undertaken at an early date.

The Committee is informed that provision has again been made this fiscal year to enable the Unemployment Insurance Commission to borrow up to \$55 million in the course of 1964-65 if this is found necessary. We recommend that if supplementation of the resources of the Fund beyond that already provided for is required for the continued payment of benefit, provision should be made for this purpose.

We wish to express our appreciation to the Unemployment Insurance Commission and its officers, the Senior Actuary of the Department of Insurance and the Chief of the Unemployment Insurance and Pensions Section of the Dominion Bureau of Statistics for the information and explanations which they have provided.

Respectfully submitted,

(Sgd.) Arthur H. Brown,  
Chairman.

## 96th Trades Union Congress

*Although held in shadow of impending general election, annual conference places main emphasis on regular trade union issues: reform of union structure, economic planning, incomes policy*

The 96th British Trades Union Congress was held in September in the shadow of the October general election. Observers agreed that the Congress, which was addressed by Labour Party leader Harold Wilson, made every effort to avoid contentious issues that might embarrass the party with which the unions are affiliated.

Although the impending general election did obtrude in debates from time to time, the main emphasis was on trade union issues.

Close to 1,000 delegates, representing more than eight million members of 176 affiliated unions, attended British trade unionism's annual conference.

Union reform was the most contentious issue discussed by Congress. A resolution tabled by the 76,000-member Clerical and Administrative Workers' Union calling on constituent unions to "abandon self-centred attitudes" in considering the possibility of amalgamation, and criticizing the TUC

General Council for their lack of achievement in this regard, was remitted after a bitter debate.

Incomes policy and national economic planning were also major issues.

The recent decision of the House of Lords in the *Rookes vs. Barnard* case and its possible implications for labour came in for much discussion and criticism.

The Congress also:

—Passed a resolution calling for a 35-hour work week, and a minimum of three weeks' holiday,

—Remitted to the General Council a motion calling for amendments to the national pension scheme to allow workers in heavy industries to retire at 60,

—Passed a motion calling for labour to play a more important part in plant safety,

—Adopted a long, composite motion dealing with training and retraining of workers,



—Urged a boycott of South Africa, and head a promise that dockworkers would refuse to handle goods from that country,

—Urged a continuing study of the effects of computers and mechanization in offices,

—Called for the setting-up of factory safety committees and the use of stronger measures to reduce work-place accidents.

### Mr. Wilson's Address

The leader of the opposition Labour Party, opening his party's election campaign at the Congress, invited the trade union movement to become "partners in a great adventure." He called on the delegates to seize the opportunities to expand production, make the most of manpower resources and provide the way to a new, dynamic Britain.

Mr. Wilson attacked the "stop-start" economic cycles of the past 12 years. Britain's share of world trade in manufactured goods had slumped from 21 per cent to 14 per cent during those years, he stated. Britain's export record "has been almost the worst in Europe" because the Government "cannot think beyond out-moded techniques of monetary regulations." What is needed, he said, is "bold planning for industrial expansion."

The Government had announced its acceptance of a rate of economic expansion of 4 per cent per annum, Mr. Wilson said. But the average rate since 1951 had been 2.36 per cent per annum. The Labour Party "cannot accept 4 per cent as a tolerable long-term rate of expansion," he said. "We must regard this not as an ultimate goal but, purposively used, as a springboard to a higher rate of expansion."

The Labour Party leader said that a Labour government would form ministries of technology and economic planning and institute sweeping tax reforms. He also said he would "take steel and urban land into public ownership."

Mr. Wilson said confusion had arisen about the law relating to trade unions, raising doubts about something that had appeared clear for more than half a century but was suddenly put in question by the *Rookes*

*vs. Barnard* decision. "We shall legislate to put this question of legal interpretation beyond doubt."

Mr. Wilson called on the unions to join in partnership with the government and management to encourage and ease the change-over to a new technology. "Given this partnership, I can see a further development—the establishment in our major unions of modern and highly skilled technological departments, not merely to co-operate in industrial advance, but to act as a spur on laggard and backward-looking managements, compelling them to modernize in the interests of higher production and a fair and equitable share in the dividends of that higher production."

Educational reforms also will be introduced by a Labour Government, Mr. Wilson promised. A dynamic program of training for skill and versatility related to the manpower needs of the "new, science-based Britain" will be worked out with the co-operation of labour and industry.

### President's Address

The President of Congress, George Lowthian, in his opening address outlined some of the problems confronting the country in general and the trade union movement in particular. He emphasized the need for taking full advantage of recent legislation designed to improve industrial training facilities; he argued the case for the widest educational opportunities "to broaden the personal horizon" of young people; he warned of the need to make further efforts to reduce work-place accidents, and to urged the unions to continue with efforts to reshape their organizational forms in line with modern requirements.

Mr. Lowthian said that the confusing and difficult situation arising from the *Rookes vs. Barnard* judgment must be remedied. The judgment meant theoretically that any union involved in a strike might be liable for damages of untold magnitude. In practice this situation was not so likely to occur, but it was an ironic consequence of the decision that the only way unions could minimize the risk of legal action was by making every stoppage a lightning one in which the employer was given no warning.

### TUC Membership

*TUC membership rose by 10,458 to 8,325,790 compared with an increase of only 2,457 the previous year.*

*The detailed figures reflect a trend toward a steady increase in the representation of clerical workers and women, and a steep decline in the membership of unions in mining, railways and shipbuilding. Unions for public employees show a membership increase of more than 17,000, and non-manual workers have increased 13,141.*

*Over-all, 34,870 more women, and 24,412 fewer men are now affiliated with the TUC.*

*The General Council elected Harold Collison, General Secretary of the National Union of Agricultural Workers, chairman for the coming year. Mr. Collison, who is 55, has been chairman of the Council's committee on social insurance and industrial welfare.*

*He is a member of government advisory committees on National Insurance, industrial health and agriculture. He joined the General Council in 1953.*

Mr. Lowthian said that not all strikes might be reasonable and justified, but the trade union movement, in asserting the right to strike when the occasion demanded it, was defending a principle that was of the greatest value to all the people in the country.

The TUC President complained of insufficient action to improve industrial safety. Building unions were having a difficult job getting the Government to implement up-to-date safety, health and welfare regulations for the industry. Too many firms were dilatory rather than diligent on accident prevention work.

A similar attitude, Mr. Lowthian said, appeared much too often in relation to efficient industrial training. He welcomed the Industrial Training Act, but said that the country also needed to extend general educational provisions for young people.

The trade union movement also could do much more to train the young trade unionists than they were doing. This was possibly because of lack of funds, and one of the remedies could be amalgamation of unions.

Mr. Lowthian ended with a plea to unions to overcome the problems hindering amalgamation so that they could become more powerful, integrated, and influential and able to give their members modern services to match modern industry.

### **Union Amalgamation**

A resolution attacking the "self-centred" attitude of many unions and "the tardy and lukewarm response from many unions" to the General Council's attempts to press union reorganization was the subject of lively debate during the conference. The General Council had requested the sponsors, the Clerical and Administrative Workers' Union, to withdraw the resolution, but they had refused to do so.

Mr. George Woodcock, TUC general secretary, regretted that the motion had been tabled. He said he had taken part in all discussions with various unions about structure. The General Council had abandoned the idea that trade unions could be directed from the top as to their structure. What could be done

would have to be done by consent. He thought it unfortunate that they were debating the subject when they had only reached an interim stage.

The debate ended when the Clerical Workers' secretary, Henry Chapman, said he was willing to remit his motion to the General Council. This meant, in effect, that he was willing to settle for stating his case publicly, without pushing it to a showdown. Overwhelming defeat of the resolution was then a formality.

### **Economic Debate**

Opening the economic debate, Sir Harry Douglass, chairman of the TUC economic committee, said that planning was here to stay, although the form and techniques might change, and trade unionists must learn to live with it.

Questions such as how much could be afforded for personal consumption, what proportion of output should be set aside for investment, how much was needed for social purposes and what must be sold abroad to buy the necessary imports could be answered correctly only in the context of planning.

There was no full-fledged economic debate this year. Instead, the conference was presented with a 500-word resolution on economic planning and wages sponsored by eight unions, and spokesmen for the eight small unions that had contributed to the resolution briefly presented their views. The motion was carried almost unanimously.

The resolution called for planned economic development in the interests of the whole community and declared that, so far as trade unionists were concerned, the measure of effectiveness of economic planning was the extent to which it raised real wages, improved living standards and working conditions, maintained full employment and produced a more equitable distribution of the nation's wealth. Adequate facilities for training should be provided, social services improved, and adequate housing provided on terms which the occupiers could reasonably meet.

Urging trade union participation at all levels in economic planning and an extension of public enterprises based on popular control, the resolution said that any acceptable incomes policy must be based on social justice and take into account all forms of income.

It also called on the TUC to affirm that this was possible only by applying an extension of public ownership based on popular control, in which trade unions participated on a democratic basis at all levels.



The resolution also called on Congress to reiterate its opposition to the attempted imposition of an incomes policy which had as its aim the restraint of wage and salary increases. It believed that trade union negotiations with employers, backed by a strong union organization and free from arbitrary government interference, was the most effective medium for improving living standards and working conditions.

The resolution stated that other requirements of any genuine incomes policy included bringing the basic rates in manufacturing industries up to a level more realistically related to the cost of living.

It also declared that an acceptable incomes policy must redress the injustices in the existing wage structure, and that the TUC would have to establish its own system of priorities to achieve those aims.

### **Rookes vs. Barnard**

Introducing a discussion on the law and trade unions, George Woodcock, TUC general secretary, bluntly told Congress that no trade union officer or workman was now safe as the result of the *Rookes vs. Barnard* legal decision. "Make no mistake about it," he said, "we must have a change in the law."

(In 1956, Douglas E. Rookes lost his job at London Airport through union pressure after he had resigned from his union. He sued three officials of the union and was awarded damages. This decision was set aside by the Court of Appeals, but the House of Lords decided that he was entitled to damages.

Although there is uncertainty about the wider implications of the Law Lords' decision, it is feared by the unions that any threat to strike could now be held actionable, and that union officials could be in

*It was announced at Congress that the 270,000-member Electrical Trades Union had voted 42,187 to 13,932 to ban Communists from holding union office.*

*Communists had once run the union, one of Britain's largest. They lost control in 1962 but continued to hold minor posts in branches around the country. The only other union to ban Communists, and Fascists, from office is the Transport and General Workers' Union.*

the legal sense made personally responsible for actions taken in their professional or representative capacity.)

Mr. Doughty, of the Draughtsmen's and Allied Technicians' Association, the union involved in the *Rookes vs. Barnard* case, moved a motion calling on all affiliated unions to assist the General Council's efforts to obtain a change in the law. The motion was carried unanimously.

### **Other Resolutions**

Congress passed a composite resolution calling for a 35-hour week without loss of pay and a minimum of three weeks annual holiday.

Frank Cousins, Secretary of the Transport and General Workers' Union, moved a resolution calling for the urgent expansion of industrial training to prepare workers for the changes brought about by automation. The motion was carried on a show of hands.

A resolution by the Mineworkers calling for an amendment to the state pension scheme to secure pensions for workers in heavy industry at age 60 was remitted to the General Council for study.

Congress unanimously carried a motion calling for a diplomatic, economic and arms boycott against South Africa. It was left to the General Council to decide whether to put the boycott into effect.

*The TUC gained a large number of new members from the ranks of the white-collar workers in October, when the National and Local Government Officers Association voted to join the Congress. The union, which had rejected ties with the TUC since 1942, announced on October 26 that its members had voted by a 19,589 majority to affiliate.*

# Employment and Unemployment, October

Unemployment increased by 40,000 to 258,000 between September and October. The increase was above average for the month, owing largely to layoffs in the automotive industry.

Employment, at 6,704,000 in October, declined 50,000 from September, a larger than seasonal decrease.

The labour force, at 6,962,000, was almost unchanged from September.

Unemployment in October represented 3.7 per cent of the labour force, compared with 3.1 per cent in September and 3.9 per cent in October 1963.

The seasonally adjusted unemployment rate in October was 5.0 per cent, compared with 4.5 in September and 5.3 in October 1963.

The labour force in October was higher than a year earlier by 121,000, or 1.8 per cent. For men the increase was 73,000, and for women it was 48,000.

The female labour force has been increasing at a slower rate since the early part of this year, in sharp contrast to the expansion that occurred in 1963 and the first part of 1964. The October estimate of women in the labour force represents a gain of 2.5 per cent from a year earlier. The male labour force was up over the year by 1.5 per cent.

Total employment was 128,000 higher than a year earlier, while unemployment showed little change.

## Employment

The September-October employment decline stemmed largely from a seasonal de-

cline in agriculture. In addition, non-farm employment decreased slightly during the month, whereas it usually increases at this time of year.

The employment reduction in the non-farm sector resulted, in part, from layoffs in the automotive and automotive parts industries in the wake of the industrial dispute in the United States automobile industry.

Total employment in October was substantially higher than a year earlier. The October estimate of 6,704,000 represented an increase of 128,000, or 1.9 per cent. In non-agricultural industries, the increase was 153,000, or 2.6 per cent. About three fifths of the increase in non-farm employment took place in manufacturing. Other industries which showed large increases were service and trade.

Employment was higher than a year ago in all regions except Quebec, where it was little changed. The largest percentage increase was in British Columbia, where employment gained 4.2 per cent.

## Unemployment

Unemployment increased by 40,000 to 258,000 between September and October, a relatively large increase for this time of year. Virtually all of the increase occurred in Ontario and Quebec, and the automotive industry figured prominently in the rise.

About half of the unemployed in October had been unemployed for less than one month. Some 75,000, or 29 per cent of the total, had been unemployed for one to three months and 60,000, or 23 per cent, for four months or more.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	October 1964	October 1963	October 1964	October 1963	October 1964	October 1963	October 1964	October 1963
Metropolitan.....	—	—	4	5	8	7	—	—
Major Industrial.....	1	2	12	13	13	11	—	—
Major Agricultural.....	—	—	2	2	12	12	—	—
Minor.....	—	1	16	16	40	38	1	2
Total.....	1	3	34	36	73	68	1	2

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.



# CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		CALGARY Quebec-Levis St. John's Vancouver- New Westminster- Mission City	Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	OSHAWA	← Cornwall Granby-Farnham- Cowansville JOLIETTE Lac St. Jean MONCTON NIAGARA PENINSULA PETERBOROUGH Saint John Shawinigan Sherbrooke Sydney Trois Rivières	→ Brantford → CORNER BROOK Fort William Port Arthur Guelph Kingston Kitchener London New Glasgow Rouyn-Val d'Or Sarnia Sudbury Timmins- Kirkland Lake- New Liskeard → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		RIVIERE DU LOUP Thetford-Megantic- St. Georges	← Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		BATHURST Campbellton DRUMMONDVILLE GASPE Kamloops LINDSAY Newcastle Prince George- Quesnel PRINCE RUPERT QUEBEC NORTH SHORE RIMOUSKI Ste. Agathe- St. Jerome St. Stephen Sorel VALLEYFIELD Victoriaville	← Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Central Vancouver Is. Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Fredericton Galt Goderich Grand Falls Kentville Lachute-St. Therese Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie St. Hyacinthe St. Jean St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Swift Current Trail-Nelson Truro Walkerton WEYBURN Woodstock Woodstock- Tillsonburg Yarmouth	Listowel

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....</i> (000)	Oct. 17	6,962	- 0.2	+ 1.8
Employed..... (000)	Oct. 17	6,704	- 0.8	+ 1.9
Agriculture..... (000)	Oct. 17	635	- 5.8	- 3.8
Non-agriculture..... (000)	Oct. 17	6,069	- 0.2	+ 2.6
Paid workers..... (000)	Oct. 17	5,558	- 0.4	+ 2.7
At work 35 hours or more..... (000)	Oct. 17	3,584	- 37.5	- 7.4
At work less than 35 hours..... (000)	Oct. 17	2,907	+275.6	+15.6
Employed but not at work..... (000)	Oct. 17	213	- 12.0	+12.7
Unemployed..... (000)	Oct. 17	258	+ 18.3	- 2.7
Atlantic..... (000)	Oct. 17	35	+ 2.9	-14.6
Quebec..... (000)	Oct. 17	98	+ 16.7	- 2.0
Ontario..... (000)	Oct. 17	74	+ 34.5	+12.1
Prairie..... (000)	Oct. 17	23	+ 15.0	-11.5
Pacific..... (000)	Oct. 17	28	+ 12.0	-12.5
Without work and seeking work..... (000)	Oct. 17	245	+ 17.8	- 3.2
On temporary layoff up to 30 days..... (000)	Oct. 17	13	+ 30.0	+ 8.3
<i>Industrial employment (1949=100).....</i>	August	136.3	+ 1.7	+ 4.6
Manufacturing employment (1949=100).....	August	126.2	+ 2.9	+ 5.2
<i>Immigration.....</i>	1st 6 mos. { 1964 {	51,323	—	+23.8
Destined to the labour force.....		26,129	—	+22.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	60	- 48	-25.9
No. of workers involved.....	October	10,593	+ 17.2	-57.4
Duration in man days.....	October	101,580	- 2.3	-26.9
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	August	\$87.16	+ 0.5	+ 4.6
Average hourly earnings (mfg.).....	August	\$ 2.02	+ 1.0	+ 4.7
Average hours worked per week (mfg.).....	August	41.3	+ 1.0	+ 1.0
Average weekly wages (mfg.).....	August	\$83.31	+ 1.5	+ 5.7
Consumer price index (1949=100).....	October	135.6	0.0	+ 1.5
Index numbers of weekly wages in 1949 dollars (1949=100).....	August	147.2	+ 1.9	+ 4.0
Total labour income..... \$000,000.	August	2,017	+ 1.7	+ 8.3
<i>Industrial Production</i>				
Total (average 1949=100).....	September	219.7	+ 5.9	+ 7.3
Manufacturing.....	September	197.5	+ 6.4	+ 7.7
Durables.....	September	199.1	+10.3	+ 9.8
Non-durables.....	September	196.1	+ 3.2	+ 6.0
<i>New Residential Construction (b)</i>				
Starts.....	October	13,795	+18.6	+24.3
Completions.....	October	12,682	+10.2	+16.9
Under construction.....	October	76,360	+ 1.2	+ 8.7

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



# Collective Bargaining, Third Quarter, 1964

During the third quarter of 1964, new major agreements were signed in a number of industries, including logging and sawmilling, pulp and paper, non-ferrous metal mining and refining, shipbuilding and repairing, tobacco manufacturing, meat packing, the aluminum industry and in a number of hospitals. Some of these settlements brought to an end work stoppages that had occurred during contract negotiations.

In the longshoring industry in Newfoundland, an industrial inquiry commission completed examination of operating conditions in the port of St. John's and offered recommendations for handling manpower and employment problems.

In the logging and sawmilling industry in the interior of British Columbia, the **International Woodworkers of America** during the quarter signed new agreements with two employers' associations—the **Northern Interior Lumbermen's Association**, representing 47 firms, and the **Interior Forest Labour Relations Association**, bargaining agent of 42 companies. These agreements cover approximately 5,200 employees for a term of three years. The terms of settlement include general wage increases totalling 37 cents an hour and, for tradesmen, an additional 20 cents an hour. In the last year of these contracts, the wage rate for labourers will be \$2.26 an hour.

In the British Columbia pulp and paper industry, the **Pulp and Paper Workers of Canada**, representing about 1,250 employees, negotiated a Joint Labour Agreement with the Pulp and Paper Division of **British Columbia Forest Products Limited**, Crofton; the Pulp Division and Research and Development Division of **Celgar Limited**, Prince Rupert; and the Woodfibre plant of **Rayonier Canada (B.C.) Limited**. The Joint Labour Agreement, in line with an earlier settlement in the industry, is for a term of one year and provides for a general wage increase of 5 per cent, thus raising the wage rate of labourers to \$2.29 an hour, additional adjustments on mechanics' wage rates, and increases in evening and night shift premiums from 10 cents and 13 cents an hour respectively to 12 cents and 15 cents.

An eight-week strike in the Alberni District of British Columbia ended July 10 after **MacMillan, Bloedel and Powell River Industries** (Alberni Pulp and Paper Division)

and the **Office Employees' International Union**, which had been negotiating its first contract with the company, agreed to refer to binding arbitration a dispute over salaries and to adopt provisions for the Rand formula and maintenance of membership.

Initially, about 60 office workers went on strike on May 19. Major issues in dispute were the union's proposals for salary increases and compulsory union membership. Prior to the work stoppage, the union had turned down the recommendations of a conciliation board for a one-year agreement increasing salaries by 5 per cent.

The strike spread to other divisions of the company and idled nearly 3,000 workers as members of other unions honoured the office workers' picket lines. Production at the company's pulp and paper plants and plywood and sawmills was suspended, and approximately 1,000 woods workers on Vancouver Island were subsequently laid off. Attempts at mediation by government officials during the work stoppage did not resolve the dispute.

In July, **MacMillan, Bloedel and Powell River Industries** accepted a formula suggested by Premier W. A. C. Bennett; the union also accepted these terms when the company agreed to withdraw charges of illegal restriction of production against four unions that had respected the office workers' picket lines.

Late in August, about 50 employees of **Burrard Dry Dock** in Vancouver, represented by the **Plumbers' union**, returned to work after being on strike for 28 weeks. After 13 other unions had reached an agreement with three shipbuilding firms (L.G., Aug., p. 675), these workers had remained on strike in support of their proposals for wage parity with the company's electricians. The Plumbers' settlement provides for a general wage increase of 45 cents an hour over a period of 32 months and, to give wage parity with electricians, two additional wage increases of 5 cents an hour.

During the quarter, the **American Newspaper Guild** and **Pacific Press Limited** in Vancouver signed a three-year agreement covering 640 employees. The contract provides for three annual wage increases of 3½ per cent.

One clause in this agreement provides that workers employed up to July 1, 1964 shall

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This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

not, during the life of the contract, be laid off for economy reasons, or as a result of new automated processes, or if a publication is sold or discontinued.

The company and the union agreed, further, to set up a joint standing committee that would study the effects of automation and make recommendations for the possible relocation and retraining of employees affected by new processes.

In the metal mining and refining industry in British Columbia, the **Mine, Mill and Smelter Workers** and the **Consolidated Mining and Smelting Company of Canada** negotiated an agreement covering approximately 4,000 employees at the company's zinc-lead-silver mine at Kimberley and its plant at Trail. The settlement ended a three-day strike.

The contract provides for a total general wage increase of 20 cents an hour over 28 months and for the upgrading of certain classifications. In addition, provision is made for classification adjustments in the form of a "wage tilt" ranging from 1 to 11 cents in March 1964 and from  $\frac{1}{2}$  to  $4\frac{1}{2}$  cents in March 1965. Also included in the new contract are four weeks vacation after 20 instead of 25 years of service, a premium of 20 cents an hour for regular work on Saturday and Sunday, and an average work week, hitherto 40 to 42 hours, of 40 hours.

Incorporated into the new agreement was a maintenance-of-rate clause under which wage rates of employees with ten or more years of service shall not be reduced by more than one wage grade should they be demoted in the event of changes in technology.

Another agreement negotiated by the **Mine, Mill and Smelter Workers** during the summer is with **United Keno Hill Mines** in the Yukon Territory. It is for a term of two years and provides for two general wage increases of  $9\frac{1}{2}$  cents an hour annually and additional adjustments for certain classifications.

In Manitoba in September, the **United Steelworkers of America** signed their first agreement at the Thompson nickel mining, smelting and refining works of the **International Nickel Company of Canada**. The settlement brought to an end a 28-day strike over wage increases and the term of the proposed contract; the union had asked during the negotiations for a two-year agreement that would expire the same time as agreements with Inco at Port Colborne and Sudbury, Ont.; the company offered a contract of three years duration.

The agreement at Thompson covers about 2,100 workers for a period of three years and provides for general wage increases

amounting to  $11\frac{1}{2}$  per cent, adjustments for certain classifications, higher shift premiums, a new Sunday premium of 15 cents an hour, eight paid holidays, two days paid travelling time for employees going on vacation, improvements in vacation clauses, higher group life insurance and weekly sickness and accident indemnities, and an increase in a death benefit under the company's pension plan.

During the quarter the **United Packing-house Workers** signed two-year agreements with **Canada Packers Limited**, **Burns & Co. Limited** and **Swift Canadian Co. Limited**. These contracts cover about 12,700 of the companies' employees across Canada. Included in the agreements are general wage increases amounting to 11 cents an hour, an increase to 4 cents from  $3\frac{1}{2}$  cents in the increment between labour grades, a premium of 75 cents an hour for regular work on Saturday and Sunday, three weeks vacation after 10 instead of 12 years of service, and company-paid welfare plans, which had hitherto been contributory arrangements.

In Montreal, a six-week lockout of about 950 workers (L.G., Aug., p. 678) at the **Dupuis Freres** department store ended on July 27 when the firm and the *Centrale professionnelle des employés du commerce et de bureau* (Commerce and Office Employees' Central Union) reached an agreement giving a total wage increase of \$10 a week over three years, three weeks vacation after five instead of ten years of service and an increase from one to three days in bereavement leave.

In Quebec, arbitration proceedings resulted in new one-year agreements between the *Fédération Nationale des Services, Inc.* (Service Employees' Federation) and *l'Association patronale des services hospitaliers*, representing five hospitals at Arthabaska, Drummondville and Nicolet, and the *Hotel Dieu, St. Vallier*, Chicoutimi. Common features of these agreements include three weeks vacation after six years of service and four weeks vacation after 12 years. Wage increases of \$8 a week for male employees and \$9 a week for female employees were provided for in the agreements with the hospitals at Arthabaska, Drummondville and Nicolet. At Chicoutimi, wage increases amount to \$5 a week for male employees and \$7 a week for female employees, and the work week is to be reduced from 40 to  $37\frac{1}{2}$  hours for office personnel.

Near the end of August, non-professional employees of three hospitals in Montreal and Valleyfield went on strike in the course of contract negotiations, and workers at other hospitals in Quebec province were



about to strike in support of negotiation proposals. The strike at the three hospitals lasted half a day and a work stoppage was averted at the other hospitals when the **Service Employees' Federation** and more than 30 hospitals accepted proposals suggested by the Quebec Government.

The general agreement is for a term of two years and covers approximately 15,000 workers in such municipalities as Montreal, Cartierville, Hull, Joliette, Lachine, Valleyfield and Verdun. Among the terms of settlement are general wage increases amounting to \$9 a week over two years, an additional \$5 a week for employees with ten or more years of service, and a reduction in the work week from 40 to 37½ hours for nursing staff. The contract includes, furthermore, provision for three weeks vacation after five instead of eight years of service, and a new clause granting four weeks vacation after 12 years, improvements in sick leave provisions, a new medical insurance plan, and a guarantee of employment for workers affected by changes in methods of operation.

The **Tobacco Workers' International Union** during the summer negotiated a one-year contract with the **Imperial Tobacco Company of Canada** and its subsidiaries, B. Houde and Grothé Limited, the Tuckett Tobacco Company and the General Cigar Company Limited. The agreement, applying to 3,000 workers in Quebec and Ontario, gave a wage increase of 10 cents an hour retroactive to May 1964 at all plants, except at the General Cigar Company, where wages were increased by 8 cents an hour. Provisions for paid leave include 13 instead of 12 holidays, three weeks plus one to five days vacation for employees with 21 to 25 years of service, and five weeks vacation after 30 years of service.

During the quarter, three major agreements were concluded in the eastern Canadian shipbuilding and repairing industry. These contracts, of three years duration, provide for general wage increases amounting to 24 cents an hour and other adjustments in wage rates, and for improvements in vacation clauses and employee benefit plans. Parties to these agreements are the **Metal Trades' Federation** and **Canadian Vickers** (Marine Division); the **Boilermakers, Machinists, Sheet Metal Workers and Plumbers** and **Canadian Vickers** (Industrial Division); and the **Marine Workers' Federation** and **Dominion Steel and Coal Corporation** (Halifax Shipyards).

The agreement between Canadian Vickers (Marine Division) and the Metal Trades' Federation ended a one-week work stoppage in Montreal. One of the issues in this

dispute had been the union's request for a clause limiting subcontracting. The parties introduced into the new agreement a provision governing contracting-out practices.

In mid-July, the **CNR, CPR** and five other railways accepted the majority recommendations of a conciliation board that had been appointed in their dispute with the **Associated Non-Operating Railway Unions** earlier in the year (L.G., Aug., p. 677). The companies and the unions agreed to a two-year contract giving wage increases of 6 cents an hour retroactive to January 1964, 3 cents an hour in July 1964, 2 per cent in January 1965 and 3 per cent in July 1965. Other terms include an increase from \$1,000 to \$1,500 in life insurance and an increase from \$40 to \$50 in the weekly sickness and accident indemnity.

Another two-year agreement in the railway industry was signed by the **CPR** and the **Brotherhood of Railroad Trainmen** on behalf of 750 dining car employees. This agreement provides for general wage increases of \$12.48 a month in June 1964, \$6.24 a month in December 1964, 2 per cent in May 1965 and 3 per cent in December 1965.

In the aluminum industry in Quebec, the **Metal Trades' Federation** negotiated three-year agreements with **Canadian British Aluminum** and with the **Aluminum Company of Canada**. The agreement with Canadian British Aluminum, covering 900 employees, provides for a general wage increase of 7 cents an hour, a reduction of a 42-hour work week to 40 hours, and 10 weeks vacation with 13 weeks pay every five years.

Under the union's new agreement with the Aluminum Company of Canada, which covers 8,500 workers at Arvida, Alma, Beauharnois and Shawinigan, wages are to be increased by 15 cents an hour. Provisions for vacations are to be amended as follows: two weeks vacation after one year of service (formerly after three years); three weeks vacation after three years of service (formerly after ten years); and employees with 10 years of service are to be eligible under a new clause for four weeks vacation. Also provided for in the agreement is a new supplementary vacation bonus of 14 per cent of gross vacation pay. For workers 60 to 64 years of age, the new agreement grants graduated vacations of six to ten weeks.

In the electrical products industry, the **International Union of Electrical Workers** signed three-year contracts on behalf of 2,700 plant and salaried employees of **Canadian General Electric** in Ontario and Quebec. The settlement covering plant

workers in Toronto, Peterborough, Oakville, Cobourg and Montreal gives wage increases amounting to 18 cents an hour and to employees in Quebec City, an additional 2 cents an hour. Under the new contract applying to office workers in Toronto, Peterborough, Montreal and Quebec City, employees are to receive three annual salary increases of \$2.40 a week. Both settlements include, in addition, improvements in vacation and welfare provisions.

Late in September, after conciliation proceedings had failed to produce recommendations acceptable to both parties, the **IBEW**, which represents 650 technicians and maintenance workers at installations of the Canadian section of the DEW Line, and the **Federal Electric Corporation** of Paramus, N.J., U.S.A., agreed to submit their differences, arising out of negotiations on their first agreement, to binding arbitration. The union, certified by the Canada Labour Relations Board on November 1, 1963, had opened negotiations in April 1964 and was seeking for its members wage parity with the company's employees on the DEW Line in Alaska, a union shop and an irrevocable check-off of union dues.

In September, the industrial inquiry commission that had been appointed in June after a work stoppage involving longshoremen in St. John's (L.G., Aug., p. 677) completed its examination of operating conditions in the port. The work stoppage had ended when the **Newfoundland Employers' Association** and the **Longshoremen's Protective Union** agreed to abide by an interim agreement extending for three months the terms of a previous contract. Judge A. H. McKinnon was appointed industrial inquiry commissioner.

The commissioner identified two problems—manpower utilization and job security—that called for solution so that the port of St. John's might become efficient and competitive and the decline in traffic arrested. He acknowledged that continuation of high freight handling costs would lead to a further decline in the competitive position of the port and eventually to a withdrawal of major shipping facilities.

The commissioner shared the concern of the Longshoremen's Protective Union for the welfare of workers in the industry and

stated that there was an obligation on the part of the industry to provide some protection when changes in methods of operation reduce employment or eliminate jobs. In his opinion, the problems confronting St. John's required immediate solution rather than gradual improvement through evolutionary changes in methods, and attrition of workers. Judge McKinnon believed that the predominantly casual employment of longshoremen resulted in fewer employment opportunities for more permanently attached port workers, and that a relatively stable work force should be established.

Judge McKinnon therefore recommended, as a measure to take care of surplus workers, that employees not eligible for retirement pensions receive, apart from regular rates of pay, one third of any difference between regular pay in any calendar year from 1964 to 1968 inclusive and average annual pay for the years 1962 and 1963. The commissioner also recommended that employees be ineligible for this benefit if they were called on five separate occasions in any of the calendar years and did not appear for work, unless excused for reasons of health. It was also recommended that surplus longshoremen be placed in a reserve pool who would be available for work on the waterfront when called.

For longshoremen aged 65 and over, Judge McKinnon recommended retirement pursuant to the provisions of the union-management pension fund on a maximum pension of \$40 a month where the employee has 25 years of service. It was also recommended that the sum of \$75 per month be paid for those eligible under the Old Age Assistance Act.

Other issues in dispute included the union's proposal for port-wide rotation of gangs so that employment would be available to all longshoremen and their earnings would be equalized, and the companies' proposals to abolish certain restrictive practices.

Judge McKinnon recommended a parent gang system of rotation advocated by the companies and removal of some of the work practices.

Moreover, he recommended that the parties accept a three-year agreement providing for annual wage increases ranging from 4 cents to 9 cents an hour.

*Copies of the Department's brief on the social and economic problems of the older worker that was submitted to the Special Committee of the Senate on Aging (L.G., Sept., p. 790) may be obtained from the Division on Older Workers, Civilian Rehabilitation Branch, Department of Labour, Ottawa.*



# Bargaining Calendar for 1965

Collective agreements covering 500 or more employees, listed by month in which they terminate.  
Excludes agreements in the construction industry

## JANUARY

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.....	Mining Empl. Federation (CNTU)
Hamilton City, Ont.....	Public Empl. (CLC) (outside empl.)
H. J. Heinz Co. of Canada, Leamington, Ont.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.....	Public Empl. (CLC)

## FEBRUARY

Assn. des Marchands Detailants (Produits Alimentaires), Quebec, Que.....	Commerce & Office Empl. (CNTU)
Bell Telephone Co. of Canada, Que. & Ont.....	Traffic Empl. Assn. (Ind.)
Consolidated Paper, Nicauba, Que.....	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenché Dist., Que.....	Bush Wkrs., Farmers' Union (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, Ont.....	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont., & Winnipeg, Man.....	Butcher Workmen (AFL-CIO/CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.....	Public Empl. (CLC) (inside empl.)
Hotel Chateau Laurier (CNR), Ottawa, Ont.....	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.....	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.....	Railway, Transport & General Wkrs. (CLC)
Northern Electric, Belleville, Ont., & Montreal, Que.....	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.....	Northern Electric Office Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Restigouche Forest Employers, northern N.B.....	Carpenters (Lumber & Sawmill) Wkrs. (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.....	B.C. Peace Officers (CLC)
Vancouver City, B.C.....	Fire Fighters (AFL-CIO/CLC)

## MARCH

Air Canada, system-wide.....	Air Line Flight Attendants (CLC)
Atomic Energy of Canada, Chalk River & Deep River, Ont.....	Atomic Energy Allied Council (AFL-CIO/CLC)
Cdn. Industries Ltd., Brownsburg, Que.....	Mine Wkrs. (Ind.)
Eldorado Mining & Refining, Eldorado, Sask.....	Mine, Mill & Smelter Wkrs. (Ind.)
Electric Autolite, Sarnia, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Fairley Aviation, Eastern Passage, N.S.....	Machinists (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.....	Teamsters (Ind.)
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
John Inglis Co. Limited, Toronto & Scarborough, Ont.....	Steelworkers (AFL-CIO/CLC)
Kerr-Addison Gold Mines, Virginiatown, Ont.....	Kerr-Addison Empl. Assn. (Ind.)
Manitoba Hydro.....	IBEW (AFL-CIO/CLC)
Manitoba Telephone System.....	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone System.....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
New Brunswick Power Commission, province-wide.....	IBEW (AFL-CIO/CLC)
Quebec Iron & Titanium, Sorel, Que.....	Metal Trades' Federation (CNTU)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.....	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government.....	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.....	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.....	Steinberg's Empl. Protective Assn. (Ind.)
Winnipeg City, Man.....	Public Empl. (CLC)

## APRIL

Abitibi Power & Paper & subsids., Que., Ont. & Man.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
British American Oil Co., Clarkson, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority.....	IBEW (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.....	Moulders (AFL-CIO/CLC)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Cdn. Johns-Manville, Port Union, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Consolidated Paper, Grand'Mere, Que.....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Newsprint, Red Rock, Ont.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
E. B. Eddy Co., Hull, Que.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.....	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.....	Printing Pressmen (AFL-CIO/CLC)
Fisheries Assn. of B.C.....	United Fishermen (Ind.) (tendermen)
Fisheries Assn. of B.C.....	United Fishermen (Ind.) (canning & cold storage empl.)
Fittings Limited, Oshawa, Ont.....	Steelworkers (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.....	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hudson Bay Mining & Smelting, Flin Flon, Man.....	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.....	Steelworkers (AFL-CIO/CLC)
Kellogg Co. of Canada, London, Ont.....	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Macdonald Tobacco, Montreal, Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Price Brothers & Co., Dolbeau, Kenogami & Shipshaw, Que.....	Bush Wkrs., Farmers' Union (Ind.)
Price Brothers & Co., Kenogami & Riverbend, Que.....	Pulp & Paper Wkrs., Federation (CNTU)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Royal York Hotel (CPR), Toronto, Ont.....	Hotel Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.....	UE (Ind.)

## MAY

Anglo-Nfld. Development, Grand Falls, Nfld.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Associated Fur Industries of Toronto, Toronto, Ont.....	Butcher Workmen (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.....	Marconi Empl. Council (Ind.)
Council of Printing Industries, Toronto, Ont.....	Typographical Union (AFL-CIO/CLC)
David & Frere Ltee., Montreal, Que.....	David & Frere Empl. Assn. (Ind.)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.....	Railway, Transport & General Wkrs. (CLC)
McIntyre Porcupine Mines, Schumacher, Ont.....	Steelworkers (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.....	Teamsters (Ind.) (mechanics)
Quebec Hydro-Electric Commission, Montreal & other centres.....	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
RCA Victor, Montreal, Que.....	RCA Victor Salaried Empl. Assn. (Ind.)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.....	Steelworkers (AFL-CIO/CLC)
Saskatchewan Power Corp.....	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que.....	Shell Empl. Council (Ind.)
Thompson Products Limited, St. Catharines, Ont.....	Thompson Products Empl. Assn. (Ind.)
White Spot Restaurants, Vancouver & Victoria, B.C.....	White Spot Empl. Union (Ind.)



## JUNE

Company and Location	Union
American Motors Canada Ltd., Brampton, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers, Quebec, Que.....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.....	Service Empl. Federation (CNTU) (male empl.)
Bathurst Power & Paper, Bathurst, N.B.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Building maintenance & window cleaning contractors, Vancouver, B.C.....	Bldg. Service Empl. (AFL-CIO/CLC)
British Columbia Forest Products, Crofton; Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.....	Pulp & Paper Wkrs. of Canada (Ind.) ILA (AFL-CIO/CLC)
CNR, North Sydney, N.S.....	Machinists (AFL-CIO/CLC)
CPA, system-wide.....	CLC-chartered locals
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.....	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Chrysler Canada Ltd., Windsor, Ont.....	Public Service Empl. Federation (CNTU) (office empl.)
Commission des Écoles Catholiques, Montreal, Que.....	Public Service Empl. Federation (CNTU) (main- tenance empl.)
Commission des Écoles Catholiques, Montreal, Que.....	Auto Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
E. B. Eddy Co., Parent & Lower Dumoine, Que.....	Printing Pressmen (AFL-CIO/CLC)
E. S. & A. Robinson (Canada) Ltd., Leaside, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & Newcastle, N.B.....	Steelworkers (AFL-CIO/CLC)
Hollinger Consolidated Gold Mines, Timmins, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.....	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, British Columbia Forest Prod- ucts & Elk Falls Co., B.C. coast.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach Canada Limited, Elk Falls Co. & Rayonier Canada Ltd., B.C. coast.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.....	Empl. Assn. (Ind.)
Scott La Salle, Longueuil, Que.....	Steelworkers (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.....	Public Empl. (CLC)
Winnipeg Metro., Man.....	

## JULY

Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.....	Service Empl. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.....	Steelworkers (AFL-CIO/CLC)
Canada Cement, N.B. Que., Ont., Man. & Alta.....	Cement Wkrs. (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que.....	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.....	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S.....	Steelworkers (AFL-CIO/CLC)
Donohue Brothers Limited, Clermont, Que.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO CLC)
Hotels & taverns (various), Toronto, Ont.....	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
Hotel Dieu St. Vallier, Chicoutimi, Que.....	Service Empl. Federation (CNTU)
Imperial Tobacco & subsids., Ont. & Que.....	Tobacco Wkrs. (AFL-CIO/CLC)

## AUGUST

Canada & Dominion Sugar, Montreal, Que.....	Bakery Wkrs. (CLC)
Denison Mines, Elliot Lake, Ont.....	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.....	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Duplate Canada Limited, Oshawa, Ont.....	Auto Wkrs. (AFL-CIO/CLC)

## SEPTEMBER

Air Canada, system-wide.....	Air Line Pilots (Ind.)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld.....	Steelworkers (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres.....	Teamsters (Ind.)
Motor Transport Industrial Relations Bureau, Ont.....	Teamsters (Ind.) (drivers)
Noranda Mines, Noranda, Que.....	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government.....	Sask. Govt. Empl. Assn. (Ind.) (classified services)

## OCTOBER

Cdn. Steel Foundries, Montreal, Que.....	Steel & Foundry Wkrs. (Ind.)
Dominion Electrohome Industries, Kitchener, Ont.....	National Council of Cdn. Labour (Ind.)
Dominion Stores, Toronto & other centres, Ont.....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Great Western Garment Co., Edmonton, Alta.....	United Garment Wkrs. (AFL-CIO/CLC)
Hotel Sheraton-Mount Royal, Montreal, Que.....	Hotel Empl. (AFL-CIO/CLC)
Iron Ore Company of Canada, Nfld., & Que.....	Steelworkers (AFL-CIO/CLC)
Montreal Locomotive Works, Longue Pointe, Que.....	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.....	Steelworkers (AFL-CIO/CLC)
Northern Electric, Bramalea, Ont.....	UE (Ind.)
Page-Hersey Tubes, Welland, Ont.....	UE (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.....	Steelworkers (AFL-CIO/CLC)

## NOVEMBER

Air Canada, system-wide.....	Air Canada Sales Empl. Assn. (Ind.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.....	Cellulose Wkrs. Assn. (Ind.)
Quemont Mining, Noranda, Que.....	Steelworkers (AFL-CIO/CLC)

## DECEMBER

Company and Location	Union
Assn. des Marchands Détaillants, Quebec & vicinity, Que.....	Metal Trades' Federation (CNTU) (garage empl.)
Assn. Patronale des Inst. Religieuses (5 hospitals), Granby, Sorel & St. Hyacinthe, Que.....	Service Empl. Federation (CNTU)
Borden's & other dairies, Toronto, Ont.....	Teamsters (Ind.)
CBC, company-wide.....	Broadcast Empl. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.....	Metal Refining Wkrs. Union (Ind.)
Cdn. Marconi, Montreal, Que.....	Marconi Salaried Empl. Assn. (Ind.)
CNR, system-wide.....	Trainmen (AFL-CIO/CLC)
CNR, CPR & other railways.....	15 unions (non-operating empl.)
CPR, system-wide.....	Trainmen (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Trenton, N.S.....	Steelworkers (AFL-CIO/CLC)
Dow Chemical of Canada, Sarnia, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.....	Railway Clerks (AFL-CIO/CLC)
Hospitals (15), Montreal, Granby, Joliette, Lachine, St. Hyacinthe, Valleyfield & Verdun, Que.....	Service Empl. Federation (CNTU) (registered nurses)
Hospitals (15), Montreal, Lachine, St. Jerome & Verdun, Que.....	Service Empl. Federation (CNTU) (non-professional empl.)
Mi-Mail Limited, Granby, Que.....	Rubber Wkrs. (AFL-CIO/CLC)
Ottawa Transportation Commission, Ottawa, Ont.....	Street Railway Empl. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.....	Public Empl. (CLC)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.....	ILA (AFL-CIO/CLC)
Soo-Security Motorways, Ont., Man., Sask. & Alta.....	Teamsters (Ind.)
Toronto Board of Education, Toronto, Ont.....	Public Empl. (CLC) (caretakers)
University Hospital, Saskatoon, Sask.....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.....	Vancouver Civic Empl. Union (Ind.) (outside empl.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro (Transit Dept.), Man.....	Street Railway Empl. (AFL-CIO/CLC)

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During November, December 1964 and January 1965

(except those under negotiation in October)

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. Flintkote Mines, Thetford Mines, Que.....	Mining Empl. Federation (CNTU)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta. ....	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta. ....	Calgary Power Empl. Assn. (Ind.)
Cdn. Johns-Manville, Asbestos, Que. ....	Mining Empl. Federation (CNTU)
Catelli Food Products, Montreal, Que. ....	Bakery Wkrs. (CLC)
Continental Can Co. of Canada, St. Laurent, Que. ....	CLC-chartered local
Dominion Coal, Glace Bay, N.S. ....	Mine Wkrs. (Ind.)
Dow Brewery, Montreal & Quebec, Que. ....	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont. ....	ILA (AFL-CIO/CLC)
Hamilton City, Ont. ....	Public Empl. (CLC) (outside empl.)
H. J. Heinz Co. of Canada, Leamington, Ont. ....	Packhouse Wkrs. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man. ....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que. ....	Mining Empl. Federation (CNTU)
London City, Ontario ....	Public Empl. (CLC) (outside empl.)
Maritime Tel. & Tel., province-wide, N.S. ....	IBEW (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., province-wide, N.S. ....	IBEW (AFL-CIO/CLC) (traffic empl.)
Miramichi River ports shippers, N.S. ....	Miramichi Trades & Labour (Ind.)
Molson's Brewery Quebec Ltd., Montreal, Que. ....	Molson's Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont. ....	Public Empl. (CLC)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B. ....	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. ....	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask. ....	Public Empl. (CLC) (inside & outside empl.)
Telegram Publishing, Toronto, Ont. ....	Newspaper Guild (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)



Company and Location	Union
Toronto General Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont. ....	Newspaper Guild (AFL-CIO/CLC)

## Part II—Negotiations in Progress During October 1964

(except those concluded in October)

### Bargaining

Company and Location	Union
Alberta Government Telephones .....	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones .....	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que. ....	CLC-chartered locals
Bata Shoe, Batawa, Ont. ....	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Bell Telephone Co. of Canada, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (craft & serv- ices empl.)
Bell Telephone Co. of Canada, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
B.C. Hotels Assn., New Westminster, Burnaby, & Fraser Valley, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority .....	Office Empl. (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont. ....	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C. ....	Public Empl. (CLC) (outside, inside empl. & foremen)
Canada Safeway, Dominion Stores, IGA, Lob- laws, Shop-Easy, Super-Valu & other stores, Vancouver & other centres, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Canadair, St. Laurent, Que. ....	Machinists (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Canners, Vancouver & Penticton, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont., & Montreal, Que. ....	Lithographers (Ind.)
Cdn. Western Natural Gas & Northwestern Utilities, Alta. ....	Natural Gas Empl. Welfare Assn. (Ind.)
Chrysler Corp. of Canada, Windsor, Ont. ....	Natural Gas Empl. Benefit Assn. (Ind.)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Auto Wkrs. (AFL-CIO/CLC)
Compagnie Miron Ltee., Ville St-Michel, Que.	Clothing Wkrs. Federation (CNTU)
Consumers Glass, Ville St. Pierre, Que. ....	Cement Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont. ....	Glass Bottle Blowers (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont. ....	Printing Pressmen (AFL-CIO/CLC)
Dominion Rubber (Papineau Plant), Montreal, Que. ....	UE (Ind.)
Edmonton City, Alta. ....	Distillery Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Fort Motor Co. of Canada, Windsor, North York, Oakville, & Crowland, Ont. ....	Public Empl. (CLC) outside empl.)
Fry-Cadbury Ltd., Montreal, Que. ....	Auto Wkrs. (AFL-CIO/CLC)
Garment Mfrs. Assn. of Western Canada, Win- nipeg, Man. ....	Bakery Wkrs. (CLC)
General Motors of Canada & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que. ....	Auto Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hydro-Electric Power Commission of Ontario ..	Hotel Empl. (AFL-CIO/CLC)
Lakehead terminal elevators, Fort William & Port Arthur, Ont. ....	Public Empl. (CLC)
Massey-Ferguson, Toronto, Brantford & Wood- stock, Ont. ....	Railway Clerks (AFL-AFL-CIO/CLC)
Montreal City, Que. ....	Auto Wkrs. (AFL-CIO/CLC)
Montreal City, Que. ....	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que. ....	Public Empl. (CLC) (outside empl.)
Montreal City, Que. ....	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal Transportation Commission, Montreal, Que. ....	Railway, Transport & General Wkrs. (CLC)
Motor Transport Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que. ....	CNTU-chartered local

Company and Location	Union
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island .....	Teamsters (Ind.)
Phillips Electrical Co., Brockville, Ont. ....	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que. ....	Railway, Transport & General Wkrs. (CLC)
Quebec Liquor Board, province-wide .....	CNTU-chartered locals (retail, warehouse & office empl.)
Royal Alexandra Hospital, Edmonton, Alta. ....	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Saskatchewan Government Telephones .....	Communications Wkrs. (AFL-CIO/CLC)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Walter M. Lowney Co., Sherbrooke, Que. ....	Bakery Wkrs. (CLC)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man. ....	Public Empl. (CLC)

### Conciliation Officer

Abitibi Power & Paper, northern Ontario .....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee .....	Seafarers (AFL-CIO) (unlicensed personnel)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dupont of Canada, Kingston, Ont. ....	Mine Wkrs. (Ind.)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark Pulp & Paper, Longlac, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine Peterborough, Ont. ....	Steelworkers (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont. ..	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Ont. ....	Steelworkers (AFL-CIO/CLC)

### Conciliation Board

Air Canada .....	Machinists (AFL-CIO/CLC)
B.C. Towboat Owners' Assn. ....	Merchant Service Guild (CLC) & Railway Transport & General Workers (CLC)
CBC, company-wide .....	Moving Picture Machine Operators (AFL-CIO-CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
Coal Operators' Assn. of Western Canada, Alta. & B.C. ....	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Provincial Paper, Thorald, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Steel Co. of Canada (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamil- ton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Toronto Metro., Ont. ....	Civic Empl. (Ind.) (outside empl.)

### Post-Conciliation Bargaining

Toronto City, Ont. ....	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont. ....	Public Empl. (CLC) (inside empl.)

### Arbitration

Ottawa City, Ont. ....	Public Empl. (CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (outside empl.)

(Continued on page 1048)



## Conditions of Work in Sheltered Employment

*Summary of address by Ian Campbell, National Co-ordinator, Civilian Rehabilitation, at the International Seminar on Sheltered Employment in Stockholm, Sweden, in September*

"It is reasonable to hope that conditions of work in a sheltered situation should, as closely as possible, parallel those pertaining to a normal work situation, with modifications adapted to the needs of the workers concerned," said Ian Campbell, National Co-ordinator, Civilian Rehabilitation, at the International Seminar on Sheltered Employment held in Stockholm, Sweden, September 21-30 (L.G., May, p. 385). A summary of his address follows.

The preamble to the constitution of the ILO embraces the firm belief that all human beings have a basic right, regardless of physical or social handicaps, to participate in productive activity to the limit of their capabilities.

Sheltered employment, therefore, must provide the opportunity for productive activity to those whose limits of capability are temporarily or permanently below the requirements of the competitive labour market.

Sheltered workshops frequently provide means for training and transitional employment for those who will return to industrial work. For such, it is important that normal working conditions are emulated in the workshop. For those whose sheltered employment is likely to be permanent, special conditions may be required.

Sheltered employment facilities should provide more than just work. That work should provide remuneration that is conducive to self-support, self-confidence and self-respect. Wage rates should be comparable to those paid locally for similar work in industry. There must be no suggestion that sheltered employment can depress wages.

Wages should be related to production, and any other financial assistance given the worker should not be considered as wages. In planning wage schedules it is important to have a built-in incentive to encourage the handicapped worker to strive constantly to increase his ability in order to enter or re-enter normal employment.

Hours of work in a sheltered employment facility play a significant role in determining favourable or unfavourable working conditions. Hours of work in industry are governed by legislation in many countries. Some provinces have established a 44-hour week maximum. Most industries in Canada, however, have adopted a 40-hour week.

The hours of work in sheltered employment must be adjusted according to the needs of the workers. A severely handicapped individual may be able to work for several hours without undue stress if the conditions are suitable. Sometimes, slight adjustments in the position or method of performing a particular task can eliminate the stress or reduce it to a minimum. Sometimes, by rotating jobs no individual is on particularly arduous tasks for long periods and more uniform hours of work can be maintained. There must be sufficient flexibility in the hours-of-work schedules, however, to meet the needs of the workers involved.

Most of the practical measures to promote the health and safety of employees in regular industrial employment (regulations regarding lighting, heating, cleanliness, ventilation, space requirements, sanitary facilities, restrooms, first aid, fire prevention and protection, guarding of machinery, dangerous substances, fumes, etc. apply in equal measure to sheltered employment.

Where handicapped people are employed, however, some additional measures may be needed. For example, ramps are required for workers in wheelchairs and are also less hazardous than stairs or steps for those on crutches, the partially lame, cardiac cases, or the blind. Wider doors and passageways, accessible wash basins, larger toilet rooms and other modifications must be provided.

There must be a harmonious relationship between staff and workers, among the workers themselves and between the workers and the community. Developing such a climate of harmony requires competent management and qualified leadership. Executive and staff need specialized training and experience. It is generally agreed that medical participation in sheltered workshop management is necessary.

An essential part of the rehabilitation process is to improve the mental as well as the physical health of the handicapped. The planning of work conditions and schedules and the establishing of wage rates must be done with this objective in view. It is therefore an advantage to have a psychologist or psychiatrist or both on the rehabilitation team.

# Job Re-design for Older Workers

*One way of increasing man's efficiency at work is to fit the job to the man. OECD book lists job features likely to be selected for re-design to make job suitable for older workers*

"For many years industrial psychologists have recognized two ways of increasing the efficiency of man at work," writes Dr. Stephen Griew of the University of Otago, New Zealand, in a recent publication, *Job Re-design*,\* commissioned by the Organization for Economic Co-operation and Development.

"The first, which is often termed 'fitting the man to the job', involves the selection of workers for jobs which best suit their capacities, attainments and interests, and training them to work efficiently, economically and safely.

"The second, essentially complementary to the first, involves 'fitting the job to the man' by applying carefully collected data on human performance and capacity to the design of equipment and organization of work. The object of this second method, which is now usually called 'ergonomics,' is to reduce the stresses and strains on the worker to a minimum."

The science of ergonomics has been applied extensively in Western Europe for a number of years, but has not been used

to any large extent in North America. The practice in North America has been for enlightened employers to transfer workers to more suitable jobs as their capabilities change with age. But a transfer to more suitable work, when skills have become obsolescent or physical capacity has diminished, will sometimes cause a reduction in wages; and the number of jobs available for such workers is decreasing as a result of technological advances.

The application of ergonomics in a plant is of advantage to all workers, not only the older ones. The elimination of stress-causing factors makes it possible for a worker to remain at a job for a longer time. In addition, it can make available to older workers jobs not previously considered open to them.

Quite large benefits may often be obtained from making simple and inexpensive modifications, for instance, a reduction in the cost of labour turnover, including the training of new workers, in absences due to sickness, fewer rejections, and increased productivity.

In the table below, Dr. Griew summarizes the job features likely to be selected for job re-design for older workers.

Queen's Printer, Ottawa. \$2.75 prepaid.

## SUMMARY OF JOB FEATURES LIKELY TO BE SELECTED FOR JOB RE-DESIGN FOR OLDER WORKERS

### A. The Working Environment

1. Excessive heat or humidity.
2. Atmospheric pollution.
3. Inadequate lighting; source of glare.
4. Excessive noise.

### B. The Design and Layout of Equipment and the Work-Place

1. Design features causing prolonged stooping, bending, stretching, etc.
2. Weight of tool or part of body supported by operator without aid.
3. Close visual, or intense auditory activity.
4. Fine discriminatory activity.
5. Complex, ambiguous or "unnatural" informational displays.
6. Narrow tolerances of accuracy.
7. Hazards likely to cause tripping, stumbling, etc.

### C. The Organization of Work

1. Speed of work not under operator's own control (pacing).
2. Short-term memory requirement.
3. Short bursts of extremely heavy work.
4. Continuous, heavy work.
5. Low distribution of rest-pauses.

### D. Combinations of Features Which Appear to Call for Re-Design

1. Continuous, heavy work in hot environments.
2. Close visual work or work requiring fine discriminations in badly lighted work-places or in presence of glare.
3. Continuous, heavy work of a paced variety.
4. Complex informational displays which have to be read at speeds outside the operator's own control.
5. High levels of accuracy which have to be maintained during paced work.
6. Responding to auditory instructions or signals in excessively noisy conditions.



# Employment of African Women

*Emergence of African woman as regular wage-earner, inevitable result of industrialization, transforms way of life and work*

The emergence of the African woman as a regular wage-earner is an inevitable result of industrialization, but it is something altogether new. Traditionally, African women have been essential members of the family economy, sharing with men the responsibility of maintaining home and family. While secure in their sense of personal worth, at the same time they were definitely under the control of their men-folk.

Today women still engage in family undertakings and in subsistence farming; some, like the famous market-women of Ghana and Nigeria, are self-employed. The few women university graduates and those with secondary education are employed in various professional and semi-professional occupations.

The number who work for wages, however, is small, both absolutely and as a percentage of all working women. The idea of a woman's working for pay under the orders of another person, likely a man, is still repugnant to large sectors of public opinion.

With political independence and the quickening pace of economic development, however, the ways of life and work of African women are undergoing profound transformation. Conditions vary with differences in political, economic, social and cultural outlook, but there is widespread conviction that sound economic development requires the full integration of women workers of every level of skill in the manpower resources of a country.

Such considerations, set forth in a report prepared by the International Labour Office, lend interest and meaning to the inclusion of an item on the employment and conditions of work of African women in the agenda of the Second African Regional Conference under the auspices of the International Labour Organization, to be held in Addis Ababa from November 30 to December 11. The report, which will provide background for discussion, incorporates the findings of an earlier discussion by the ILO African Advisory Committee in Tananarive in 1962 (L.G. 1962, p. 1384), together with replies to an ILO questionnaire received from some 33 African States-Members of the ILO.

The greatest obstacle to the employment of African women is their lack of education. Throughout Africa, illiteracy is an urgent

problem, and not only is the rate of illiteracy higher for girls than for boys but their school enrolment is lower.

To improve the position of women in employment, however, the immediate need underlined in the report is for vocational training, both for women who have been to school and those who have not. The latter need help in finding their place in the changing economic situation and training to enable them to take up paid work.

The most promising field for them is domestic service in private homes, hotels, hospitals or other institutions. They must be taught such skills as how to serve at table, to cook and to care for children.

Factory work offers possibilities too, but, because the surroundings are strange to them, women need induction training, learning under careful supervision how to operate the machines with which they will work.

The self-employed woman, too, needs training. There are new demands: accounts to be kept, income tax returns to be made, new laws to be learned, forms to be filled in, catalogues to be studied in order to select goods to be imported for sale. A market-woman must understand merchandising and management and know how to organize a co-operative. Women who depend upon homecrafts need training to improve their products and make them more saleable.

A rising demand for office workers has enhanced the importance of training in that field. Taking advantage of the situation, some "fortune hunters" have set up schools to train typists in two or three months. Such training is inadequate; those who take it come out incompetent and unqualified. As a result such initiatives have been made subject to licensing in a number of countries.

The report reviews also the laws governing conditions of work, for example, wages, hours, safety, health and maternity protection. These require scrutiny from the point of view of their relevance to the changing position of women, as well as the provisions for their enforcement.

Services to care for the children of working mothers; hostels for girls and women working away from a family home; facilities for vocational guidance and counselling—these, among other subjects, are explored and documented as background for the Addis Ababa discussions.

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during September. The Board issued ten certificates designating bargaining agents, ordered five representation votes, rejected five applications for certification and rejected one application for revocation of certification. During the month the Board received eight applications for certification and allowed the withdrawal of four applications for certification.

## Applications for Certification Granted

1. National Syndicate of Employees of the Montreal Harbour (CNTU) on behalf of a unit of employees of the National Harbours Board employed in its Grain Elevator Department, Montreal, Que. (L.G., Sept., p. 797). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

2. National Syndicate of Employees of the Montreal Harbour (CNTU) on behalf of a unit of employees of the National Harbours Board employed in its general forces at Montreal, Que. (L.G., Sept. p. 797). The Brotherhood of Railway and Steamship Clerk, Freight Handlers, Express and Station Employees had intervened.

3. National Syndicate of Employees of the Montreal Harbour (CNTU) on behalf of a unit of employees of the National Harbours Board employed in its cold storage warehouse and Refrigeration Branch at Montreal, Que. (L.G., Sept., p. 797). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

4. Canadian Union of Public Employees on behalf of two units of employees of the Lakehead Harbour Commissioners, Fort William and Port Arthur, Ont. One unit comprises policemen and the other unit comprises maintenance employees (L.G., Oct., p. 876).

5. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Norlake Steamships Co. Limited, Toronto, Ont., aboard the S.S. *Alexander Leslie* (L.G., Oct., p. 876).

6. District 50, United Mine Workers of America, Local Union 15381, on behalf of a unit of mates and marine engineers em-

ployed by La Cie de Navigation du Golfe, Ltée, Quebec, Que., aboard the M. V. *Sillery* (L.G., Sept., p. 799). The Canadian Merchant Service Guild Inc., Eastern Branch, had intervened.

7. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of mates and marine engineers employed by Polaris Shipping Ltd., Quebec, Que., aboard the M. V. *Cacouna* and M. V. *Polaris Explorer* (L.G., Sept., p. 799). The Canadian Merchant Service Guild Inc., Eastern Branch, had intervened.

8. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Prince Ungava* by Les Messageries de la Cote Nord Ltée (North Shore Shipping Lines Ltd.), Montreal, Que. (L.G., Sept., p. 799).

9. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of mates and marine engineers employed aboard the M.V. *Prince Ungava* by Les Messageries de la Cote Nord Ltée. (North Shore Shipping Lines Ltd.), Montreal, Que. (L.G., Sept., p. 799). The Canadian Merchant Service Guild Inc., Eastern Branch, had intervened.

10. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 698, on behalf of a unit of employees of Alitalia Airlines, employed at the Montreal International Airport, Dorval, Que. (L.G., Oct., p. 878).

## Representation Votes Ordered

1. District 50, United Mine Workers of America, Local Union 15383, applicant, La Cie de Navigation du Golfe Ltée, Quebec, Que., respondent (unlicensed personnel), and Seafarers' International Union of Canada, intervener (L.G., Sept., p. 799). The Board ordered that only the name of the applicant appear on the ballot (Returning Officer: Miss M.P. Bigras) (See also "Applications for Certification Rejected," below, item 3.)

2. District 50, United Mine Workers of America, Local Union 13946, applicant, Polaris Shipping Limited, Quebec, Que., respondent (unlicensed personnel), and Seafarers' International Union of Canada,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



intervener (L.G., Sept., p. 799). The Board ordered that only the name of the applicant appear on the ballot (Returning Officer: Miss M.P. Bigras) (See "Applications for Certification Rejected" below, item 2.)

3. Seafarers' International Union of Canada, applicant, and Scott Misener Steamships Limited, Port Colborne, Ont., respondent (unlicensed personnel) (L.G., Sept., p. 799) (Returning Officer: M. Horenblas).

4. The Brotherhood of Locomotive Firemen and Enginemen, applicant, and The New York Central Railroad Company as lessee of the Michigan Central Railroad and sub-lessee of the Canada Southern Railway, respondent (engineers), and Brotherhood of Locomotive Engineers, intervener (L.G., Oct., p. 878). The Board ordered that the names of both the applicant and the intervener appear on the ballot (Returning Officer: A. B. Whitfield).

5. Seafarers' International Union of Canada, applicant, and Johnstone Shipping Limited, Toronto, Ont., respondent (unlicensed personnel) (L.G., Oct., p. 878) (Returning Officer: S. Emmerson).

#### Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, and Verreault Navigation Inc., Les Méchins, Que., respondent (unlicensed personnel) (L.G., Sept., p. 798). The application was rejected for the reason that it was not supported by a majority of the employees affected.

2. Seafarers' International Union of Canada, applicant, Polaris Shipping Limited, Quebec, Que., respondent (unlicensed personnel), and District 50, United Mine Workers of America, Local Union 13946, intervener (L.G., Sept., p. 799). The application was rejected for the reason that it was not supported by a majority of the

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### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

employees affected (See also "Representation Votes Ordered," item 2, above.)

3. Seafarers' International Union of Canada, applicant, La Cie de Navigation du Golfe Ltée., Quebec, Que., respondent (unlicensed personnel), and District 50, United Mine Workers of America, Local Union 15383, intervener (L.G., Oct., p. 878). The application was rejected for the reason that it was not supported by a majority of the employees affected (See also "Representation Votes Ordered," item 1, above.)

4. International Brotherhood of Electrical Workers, Local Union 2085, applicant, TransAir Limited, Winnipeg, Man., respondent (DEW Line Division pilots), and Canadian Air Line Pilots' Association, intervener. (L.G., Oct., p. 878). The application was rejected for the reason that the proposed unit is not appropriate for collective bargaining.

5. Canadian Union of Employees of Verreault Navigation Inc., F.C.A.I., applicant, Verreault Navigation Inc., Les Méchins, Que., respondent (unlicensed personnel), and Seafarers' International Union of Canada, intervener (L.G., Oct., p. 878). The application was rejected for the reason that the Board was not satisfied on the evidence presented that the applicant is a *bona fide* and properly organized and operating trade union.

#### **Application for Revocation Rejected**

The Board rejected an application for revocation of certification affecting Michael Tapp and Victor Rostad, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 91, General Truck Drivers Local 938 and the Transport Drivers, Warehousemen and Helpers Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (see "Reasons for Judgment," below).

#### **Applications for Certification Received**

1. Canadian Merchant Service Guild, Inc., Eastern Branch, on behalf of a unit of deck officers employed by Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of officer employees of Western Ontario Broadcasting Co., Ltd., Windsor, Ont. (Investigating Officer: S. Emmerson).

3. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Swiftsure Towing

Company Ltd., New Westminster, B.C. (Investigating Officer: G. H. Purvis).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of the Boston & Rockland Transportation Company Limited, Yarmouth, N.S. (Investigating Officer: D. T. Cochrane).

5. Cape Breton Projectionists Union No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and the Island Radio Broadcasting Company Limited, Charlottetown, P.E.I., respondent (CFCY and CFCY-TV) (Investigating Officer: D. T. Cochrane).

6. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Orleans Navigation Inc., Montmorency, Que. (Investigating Officer: R. L. Fournier).

7. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Orleans Navigation Inc., Montmorency, Que. (Investigating Officer: R. L. Fournier).

8. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by Western Tug & Barge Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

#### **Applications for Certification Withdrawn**

1. District 50, United Mine Workers of America, Local Union 13946, applicant, and North Shipping & Transportation Ltd., Ste. Foy, Que., respondent (unlicensed personnel) (L.G., Sept., p. 799).

2. District 50, United Mine Workers of America, Local Union 15377, applicant, North Shipping & Transportation Ltd., Ste. Foy, Que., respondent (licensed personnel), and Canadian Merchant Service Guild, Inc., Eastern Branch, intervener (L.G., Sept., p. 799).

3. District 50, United Mine Workers of America, Local Union 13946, applicant, Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que., respondent (unlicensed personnel), and Seafarers' International Union of Canada, intervener (L.G., Oct., p. 878) (new application submitted, see "Applications for Certification Received," item 5, above).

4. District 50, United Mine Workers of America, Local Union 15377, applicant, and Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que., respondent (licensed personnel) (L.G., Oct., p. 878) (new application submitted, see "Application for Certification Received," item 6, above).



# Reasons for Judgment

## in application for revocation of certification affecting

*Michael Tapp and Victor Rostad*  
and

Applicants

*Taggart Service Limited, Ottawa*

Respondent

*Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, and General Truck Drivers, Local 938 and Transport Drivers, Warehousemen and Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America*

Respondents

This Board made an order under date of July 27, 1964, certifying the respondent unions (hereafter called the Respondents) as bargaining agents for a unit of employees of Taggart Service Limited (hereafter called the Employer), a corporation with head office at Ottawa, Ont., which operates an interprovincial road trucking undertaking.

The applicants, who claim to be two employees of the Employer, have made an undated application to this Board on behalf of themselves and other employees of the Employer asking that the Board revoke the aforesaid order of certification on the ground that a majority of employees in the bargaining unit no longer wish to be represented by the Respondents as bargaining agents. This application was received under date of August 14, 1964.

The order for certification was opposed by the Employer. It was made by the Board following two hearings before this Board on the application for certification and following an intervening vote of employees ordered by the Board, in the circumstances which are set forth in the Reasons for Judgment given by the Board under date of July 23, 1964 (L.G., Sept., p. 800). The Board has since refused an application made by the Employer to the Board to have it reconsider the aforesaid decision and order for certification.

Section 11 of the Industrial Relations and Disputes Investigation Act reads as follows:

11. Where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified the Board may revoke such certification and thereupon, notwithstanding sections 14 and 15, the employer shall not be required to bargain collectively with the bargaining agent, but nothing in this section prevents the bargaining agent from making an application under Section 7.

The wording of this section gives the Board, in its view, a discretion as to granting or refusing decertification.

Subsection 3 of Section 7 of the said Act provides that where a bargaining agent has been certified by the Board for a unit of employees of an employer but no collective agreement is in force covering such unit, an application to displace that bargaining agent may not be made until after the expiry of 12 months from the date of certification, except with the consent of the Board.

This provision is designed, in the Board's view, to ensure adequate time and opportunity for a newly certified bargaining agent to bargain with the employer of the employees in the bargaining unit for which it is certified with a view to the conclusion of a collective agreement or revision of any existing collective agreement to which it may become a party by virtue of Section 10 of the Act. An application by another union to be certified in respect of the same unit within the specified period of 12 months is prohibited, except where it is made with the consent of the Board, which consent would not be given in the absence of extraordinary circumstances. In the view of the Board, the purpose of this provision is to ensure that negotiations shall not be subject to undue delays, frustration or failure by reason of action taken by another union seeking to displace the said bargaining agent.

These considerations, in the view of the Board, apply with equal force in respect of the granting or refusal of decertification under Section 11 of the Act. In the view of the Board, the Board should not grant an application for decertification before a similar period of time following certification has been afforded to the bargaining agent for the exercise of the rights conferred by

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The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald, Gérard Picard and H. Taylor, members. The judgment was delivered by the Chairman.

or flowing from the certification, except in extraordinary circumstances. This is a matter of importance, in the view of the Board, in the interests of industrial peace and stable labour-management relationships.

There are, in the opinion of the Board, no exceptional circumstances existing in con-

nection with the present application for decertification as would warrant the Board's granting the application for decertification at this time.

(Sgd.) A. H. Brown,  
for the Board.

Dated at Ottawa, October 15, 1964.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. B.C. Towboat Owners' Association, Vancouver, and the Canadian Merchant Service Guild, Inc., and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

2. B.C. Towboat Owners' Association (various companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe).

### Conciliation Boards Appointed

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Sept., p. 805).

### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between the Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Oct., p. 882) was fully constituted in September with the appointment of His Honour Judge Walter Little of Parry Sound as Chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members of the Board, S. E. Dinsdale of Toronto and Francis Eady of Ottawa, who were previously appointed on the nomination of the Corporation and union, respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between CJMS Radio Montreal Limited and National Association of Broadcast Employees and Technicians (L.G., Oct., p. 882) was fully constituted in September with the appointment of His Honour Judge Antoine Lamarre of

Montreal as Chairman. Judge Lamarre was appointed by the Minister on the joint recommendation of the other two members of the Board, Gilles Godin and Louis-Claude Trudel, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian National Railways and Canadian National Railways Police Association (L.G., Oct., p. 882) was fully constituted in September with the appointment of Raymond Barakett of Montreal as Chairman. Mr. Barakett was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, R. V. Hicks, Q.C., of Toronto and Dollard Dansereau of Montreal, who were previously appointed on the nomination of the company and union, respectively.

4. A Board of Conciliation and Investigation was established and fully constituted in September to deal with a dispute between Air Canada, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Sept., p. 805). W. H. Dickie of Toronto was appointed as Chairman by the Minister on the joint recommendation of the other two members of the Board, H. M. Sparks of Montreal and Peter Podger of Streetsville, Ont., who were previously appointed on the nomination of the company and union, respectively.

### Board Report Received

Federal Electric Corporation, Paramus, N.J. (DEW Line operations in Canada) and Local 2085 of the International Brotherhood of Electrical Workers (L.G., Aug., p. 718). The text of the report is reproduced below.

### Arbitrator Appointed on Request of Parties

Federal Electric Corporation, Paramus, N.J. (DEW Line operations in Canada) and Local 2085 of the International Brotherhood of Electrical Workers (see



above). His Honour Judge J. C. Anderson of Belleville, Ont. was appointed Arbitrator on September 26 to make a final and binding decision on the wage issue which remained in dispute.

### Dispute Lapsed

McClure Transport Limited, Edmundston, N.B., and District 50 of the United Mine Workers of America (Conciliation Officer: H. R. Pettigrove) (L.G., June, p. 505).

## Report of Board in Dispute between

*Federal Electric Corporation, Paramus, N.J.*

*and*

*International Brotherhood of Electrical Workers*

During September, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Federal Electric Corporation, Paramus, N.J., and Local 2085 of the International Brotherhood of Electrical Workers.

The Board was under the chairmanship of R. A. Gallagher of Winnipeg. He was appointed by the Minister on the joint recommendation of the other two members, R. E. Noonan and H. L. Stevens, both of Winnipeg, nominees of the company and union, respectively.

The report of the chairman and Mr. Noonan constitutes the report of the Board. The minority report was made by Mr. Stevens.

The text of the reports is reproduced here.

The history of the dispute leading to the appointment of this Board is as follows:

The above local union was certified by the Canada Labour Relations Board on November 1, 1963. Prior to this date, the employees of the company were not organized.

The certification was questioned by the employer in certain legal proceedings, and as a result negotiations did not get underway between the parties until the month of April 1964.

The union and the employer did excellent work in their negotiations in the months of April and May 1964, with the result that only two items remained to be resolved, namely, wages and union security. While these two points present formidable difficulties to both parties and to this Board, the work done and the success accomplished by them are deserving of commendation.

This Board was constituted on June 3, 1964 and held a meeting with the parties on June 30. As it appeared obvious after a thorough investigation that agreement between the parties on these two areas could not be reached, the hearing was terminated, with liberty to the parties to file additional memoranda and information.

Both parties have received a full hearing and the positions of both have been made quite clear. Some delay has resulted from the absence of Board members from the city due to several reasons, but, while regrettable, this has not been avoidable.

Dealing with the matters at issue:

### Wages

The positions of the parties are easily stated.

The union states that their members are entitled to be paid on an equal basis with employees of the same company on the DEW Line in Alaska. In other words, parity of wages with Alaskan employees who are certified under another local of the same union.

The employer, on the other hand, argued that parity of wages was not reasonable or logical for many reasons, and submitted an offer of a 2 per cent wage increase in the first year of the contract and 2 per cent in the second year.

The problem is easy to state but difficult to resolve.

However, I set out hereunder my views and my decision

(a) I agree that wage comparisons on a parity basis without regard to economic conditions, availability of work forces, tax positions, overhead costs, etc., are not tenable. It is impossible, in my opinion, to compare the level of wages in varying and far-flung areas with any degree of certainty or accuracy. Certainly no evidence has been presented to this Board to substantiate that "parity" of wages is either the correct approach or a wrong one. We cannot guess in fairness to both parties.

(b) On the other hand, I cannot agree with the Company's offer of 2 per cent and 2 per cent.

There has been no increase in wages of employees on the Canadian sector of the DEW Line since 1957-1958. In those years the Canadian dollar was at a premium, and whether the employees were paid in Canadian or American currency some saving to the company must have been affected, either in the area of wages or in other areas.

Also, while it is true that the schedule of wages paid to employees is handsome, and these employees receive almost free board and lodging, one cannot but appreciate that service on the Line in the far north of Canada is deserving of great monetary consideration. It is true that the Company provides excellent accommodation—I record this fact as a tribute to the Company. Still it must be acknowledged that conditions are severe and the people who carry out the necessary tasks are deserving of the greatest consideration in the area of wages and other fringe benefits.

It is my opinion taking all factors into consideration that the following wage procedure should apply:

(a) That the company offer to shorten the length of the first tour of service from 18 months to 12 months shall be implemented.

(b) That the company offer of 8 paid holidays and 5 more vacation days, or a total of 13 additional paid days not worked, shall be implemented.

(c) That there shall be no restriction by the company on the number of hours of overtime any employee may work if overtime is available and the company requests the employee to do such work.

(d) The "base rate" shall be the "current hourly rate with bonus" as set out in the material filed with the Board by the employer.

(e) The second and subsequent tour bonus as proposed by the company shall be adopted by both parties.

(f) The company shall provide a 10 per cent increase in all rates effective as of the date of agreement hereinafter set forth.

(g) The company shall provide a further 10 per cent increase on the rates set out in sub-paragraph (f) above effective as of the commencement date of the second year of the said agreement.

(h) The agreement should be effective as of the 1st day of July 1964, but wage increases and other benefits thereunder shall only be payable or apply to employees whose service with the company has been effective to the date this report is received by both parties.

Neither of my colleagues on the Board are in agreement with my award as aforesaid, and the above portion of this award is that of the Chairman alone.

#### **Union Security**

The problem here is also easily stated.

The union has requested a union shop with irrevocable dues check-off. The employer countered with an open shop pro-

posal; and then, later, a maintenance of membership proposal with revocable dues check-off.

No area of union-employer relationships poses a more trying problem than the one under discussion.

It is easy to adopt a position one way or the other and then remain adamant that the position taken is justified. However, any person who approaches the matter with an open mind and is prepared to allow for the possibility that his views might be wrong, can easily appreciate that his own social experience, his environment, and numerous other factors will influence his views.

This is a first contract between the parties. In our view each party has to prove to the other over a period of time that it can contribute to employee-employer relationships in a proper manner.

To supply the union, at this stage, with a "captive membership" would in our opinion be subject to as much criticism as supplying the employer with the weapons by which he could destroy the effectiveness of the union.

It is our view that a sensible solution to the problem for a first contract between the parties is as follows:

(a) Any member of the bargaining unit who becomes a member of the union during the life of this agreement shall maintain his membership in said union in good standing during the full term of such agreement, and failure to do so shall result in dismissal from employment forthwith.

(b) During the term of such membership as aforesaid, the employer shall deduct the full amount of the union dues, as certified by the secretary of the local union on a monthly basis, and shall forward the same with an alphabetical list of all members for whom dues have been deducted to the Secretary of the local union each month.

The above portion of this award relating to union security only has been agreed upon as the joint award of Board member R. E. Noonan and the Chairman of the Board.

#### **Conclusion**

Should any question arise, or dispute occur, between the parties as to the meaning of this whole award, or any part thereof, the same shall be referred to this Board, which shall have the right and power to determine such question or such dispute.

Dated this 11th day of September, 1964.

(Sgd.) R. A. Gallagher,  
*Chairman.*

(Sgd.) R. Noonan,  
*Member.*



## COMPANY REPRESENTATIVE'S REPORT

As no agreement was arrived at in the conciliation proceedings that took place during the hearings between IBEW Local 2085 and Federal Electric Corporation, it appears to me that a method by which the matter might be rationalized is first of all to review all of the facts that came before the Board, which are as follows:

(1) Progress that took place by collective bargaining in the form of a draft agreement except for two unresolved factors, (a) Wages and (b) Union Security.

(2) (a) Union Brief

(b) Supplementary Union Brief

(3) Various exhibits of the Federal Electric Corporation covering wage comparisons, working conditions, and Canadian population on the Dewline, etc.

(4) Federal Electric Corporation reply to the supplementary brief submitted by IBEW Local 2085.

Firstly, it is evident that agreement has been tentatively arrived at in all matters other than wages and union security. It is evident that both parties have done a considerable amount of valuable work in drafting the attached agreement.

In the matter of wages, the union has adamantly taken the position for what it refers to as "parity rates of pay", and in its supplementary submission goes on to explain that "parity rates" of pay mean the rates that are being negotiated for similar work in the United States. It refers to the fact that the making of such international comparisons were valid and were not purely academic observations. However, this member of the Board wishes to most strongly point out that it must surely be obvious if the union is to have the privilege of making international comparisons for the purpose of establishing wages, then surely the employer should be granted the equal privilege of making international comparisons for the purpose of establishing wages, for instance, Japanese rates, for technicians and mechanics of equal ability in the electronics field. Such rates obviously would be detrimental to the union's case. However, the writer is of the opinion that no useful purpose can be served by international comparisons of this sort, and the case of the union for higher rates of pay must of necessity rest upon comparisons within Canada for similar jobs in as nearly as possible comparable locations and conditions. This, I believe, the company has done in its Current Canadian Wage Rates Comparisons table.

In the matter of wages in this first agreement, the union appeared to be completely adamant that the only wage settlement it would accept would be the same rates of pay as those paid in the United States for similar job classifications. It was equally obvious that such was not acceptable to the company. It is on this point that a stalemate has been reached. It is obvious therefore that the only purpose this Board can serve is to come up with a fair and reasonable recommendation which may form the basis of an eventual agreement between the company and the union.

The company was able to establish that the union in this first agreement was asking for an increase in pay over a two-year period of an amount in excess of 40 per cent over the present rates of pay. The company in the various discussions said that whereas it would give every consideration to a reasonable increase in rate of pay, could not and would not accept this exorbitant increase, which the union insisted was the only basis of settlement as far as it was concerned.

The union might have a case for a considerable increase in pay if it could be shown that the Federal Electric Corporation far northern rates of pay were less than paid to others under similar conditions and in similar job classifications. Unfortunately for the union's case, just the reverse is true, as can be seen by reference to the Current Canadian Wage Rates table, for example: A Federal Electric mechanic can make from \$10,000 to \$12,500 per year whereas such classifications in other northern areas make from \$6,000 to \$9,000. A chef with Federal Electric can make from \$8,000 to \$10,000 whereas in other northern activities the rate is from \$5,000 to \$9,000. Radicians receive from \$11,000 to \$13,000 whereas on the Mid-Canada line the rate range is from \$7,500 to \$8,700. For a clerk the rate is from \$9,000 to \$10,500 whereas for other northern services it is approximately \$8,000. It is obvious from these comparisons taken from the evidence submitted, that the rates of pay by Federal Electric are considerably higher in the northern area than others operating under the same circumstances, and in many cases the others have a charge for board and room, which are not charged for by Federal Electric.

It is also evident from the information submitted that Federal Electric goes to considerable trouble to provide maximum amenities in its far northern area of operation—up-to-date movies twice a week, all kinds of communication, recreational activities, etc. (See copies of photos taken from evidence submitted.)

As a further concession, the company has undertaken to include a second and third tour bonus in the current rates of pay as set forth in the Current Wage Rates table.

Further it is interesting to note that the union claimed there was considerable U.S. personnel involved at high rates of pay in the manning of the Dewline. This statement was completely refuted by the company by the submission of its complete list of employees, where it is noted that the only U.S. citizens employed in the Canadian operation of the Dewline are those specifically employed as Crypto-Radicians, who for reasons of national security, are required to be U.S. citizens.

In so far as union security is concerned, the union is asking for a complete closed shop and check-off of dues. The company said it was willing to meet them half-way. The union based its request for a complete closed shop on the fact that there was a considerable turnover of personnel and that this made maintenance of union membership somewhat difficult, and implied that it should have the company's help to maintain union membership. This of course the company indicated it was not prepared to do, as union membership was the union's business and should be looked after by the union stewards. The company indicated it was prepared to accept the open shop and maintenance of member arrangement, such maintenance of members to exist for the life of the contract. This offer, I suggest, for a first agreement is a generous one.

In reviewing the above facts and submissions as presented to the Board, it is clearly evident that primarily one single item appears to be the cause of this disagreement. It is the fact that the union believes the employees should receive the same rate of pay for the same job function as is paid in the U.S. The union apparently does not recognize that economic conditions

in Canada are different from those existing in the U.S. for the same job classifications. If this principle were to be accepted by this or any other official body in Canada it could have disastrous consequences for the Canadian economy, and Canadian industry in particular. There are many reasons why different rates of remuneration exist in various countries all over the world, having to do with taxation, volume of markets, population, value of money and many other such economic factors. When all such factors are taken into account it is my opinion that the union does not have a valid case for an increase when it is based solely upon what is paid for similar work in the U.S. I do agree that it may have a reasonable cause for complaint in that no increase in pay has taken place since 1958. On this point I believe the company is prepared to meet any reasonable request as a basis for negotiating a successful first agreement.

I believe it is the duty of this Conciliation Board, because of the international importance of the DEW line, as well as its military significance, to meet again to determine, if at all possible, what unanimous recommendations it may be prepared to put forth as the basis of arriving at an amicable conclusion to the already well-drafted agreement.

My final consideration with respect to wages in the case of Federal Electric Company and IBEW Local 2085, is as follows:

That a 4 per cent increase in wages, effective July, 1964, should be granted by the Company, and that an additional 4 per cent increase in wages should be granted effective July 1, 1965.

In clarification of this monetary suggestion, a tabulation of current and new rates of pay is attached herewith.

Respectfully submitted,

(Sgd.) R. Noonan,  
Member.

Job Classification	Tour	Current:	Effective 7/1/64:	Effective 7/1/65:
Mechanic.....	1st	\$ 3.46	\$ 3.60	\$ 3.74
	2nd	3.94	4.10	4.26
	Subsequent	4.04	4.20	4.37
Lead Mechanic.....	1st	3.67	3.82	3.97
	2nd	4.16	4.33	4.50
	Subsequent	4.25	4.42	4.60
Chef.....	1st	2.78	2.89	3.01
	2nd	3.15	3.28	3.41
	Subsequent	3.24	3.37	3.50
Baker.....	1st	2.39	2.49	2.59
	2nd	2.63	2.74	2.85
	Subsequent	2.69	2.80	2.91
Cook.....	1st	2.26	2.35	2.46
	2nd	2.59	2.69	2.80
	Subsequent	2.63	2.74	2.85
General Help.....	1st	1.65	1.71	1.78
	2nd	1.86	1.93	2.01
	Subsequent	1.92	2.00	2.08



Job Classification	Tour	Current:	Effective 7/1/64:	Effective 7/1/65:
Supply Specialist, Jr.....	1st	\$ 2.96	\$ 3.08	\$ 3.20
	2nd	3.35	3.48	3.62
	Subsequent	3.45	3.59	3.73
Supply Specialist.....	1st	3.16	3.28	3.41
	2nd	3.54	3.68	3.83
	Subsequent	3.65	3.80	3.95
Lead Supply Specialist.....	1st	3.46	3.60	3.74
Transportation Specialist.....	2nd	3.94	4.10	4.26
	Subsequent	4.04	4.20	4.37
Janitor.....	1st	1.65	1.72	1.79
	2nd	1.86	1.93	2.01
	Subsequent	1.92	2.00	2.08
Switchboard Operator.....	1st	1.98	2.06	2.14
	2nd	2.24	2.33	2.42
	Subsequent	2.31	2.40	2.49
Teletype Operator.....	1st	2.96	3.08	3.20
	2nd	3.34	3.47	3.61
	Subsequent	3.45	3.59	3.70
Radician.....	1st	3.57	3.71	3.86
Technician (Carrier and Radio).....	2nd	4.04	4.20	4.37
	Subsequent	4.15	4.32	4.49
Lead Radician.....	1st	3.77	3.92	4.08
Lead Carrier Technician.....	2nd	4.25	4.42	4.60
Lead Radio Technician.....	Subsequent	4.37	4.64	4.83
Clerk.....	1st	2.89	3.01	3.13
Clerk (Network Control).....	2nd	3.26	3.39	3.53
	Subsequent	3.33	3.46	3.60
<b>Effective 7/1/64:</b>				
		Start	End Six Mos.	Twelve Months
Radician (New Hire).....		\$ 3.00	\$ 3.70	\$ 4.20
Carrier Technician (New Hire).....				
Radio Technician (New Hire).....				
Instrument Technician (New Hire).....				
<b>Effective 7/1/65:</b>				
		Start	End Six Mos.	Twelve Months
Radician (New Hire).....		\$ 3.07	\$ 3.87	\$ 4.31
Carrier Technician (New Hire).....				
Radio Technician (New Hire).....				
Instrument Technician (New Hire).....				
Job Classification	Tour	Current:	Effective 7/1/64:	Effective 7/1/65:
Laborer D.....	1st	\$ .76	\$ .80	\$ .84
	2nd	.76	.88	.92
	Subsequent	.76	.90	.94
Laborer C.....	1st	1.13	1.18	1.24
	2nd	1.13	1.25	1.31
	Subsequent	1.13	1.27	1.33
Laborer B.....	1st	1.32	1.38	1.44
	2nd	1.32	1.44	1.50
	Subsequent	1.32	1.46	1.52
Laborer A.....	1st	1.70	1.77	1.84
	2nd	1.70	1.82	1.89
	Subsequent	1.70	1.84	1.91

## MINORITY REPORT

Following presentation made by the company and the union in which the Board had to give consideration to two points of reference, namely: wages and union security, I have studied both the company's and union's submission and note in the supplementary brief which I have received from the I.B.E.W., the new wage proposal offered to the American Dewline employees. The company has accepted the principle of no differential in payment to supervisors. I believe once a principle has been accepted, it is just a matter of applying the same principle to all classifications.

I note in the company's submission that it is actually proposing a wage reduction to Canadian employees on the Dewline. It was clearly brought out in the union's brief that Canadian employees have not received an increase since 1957. Even though the union has argued for parity of rates between American Dewline employees and Canadian Dewline employees, the official request from the union is the one that reflects a rate of \$5.07 an hour for radician and mechanic. In 1957 the Canadians received the same rate of pay as the Americans, and if the Board gives full consideration to the union's request of \$5.07 an hour for radician and mechanic, the Canadian employees will still end up 30 cents an hour lower than the Americans in the year 1965. Therefore, as a member of this Board I can take no other position but to agree with the union's request of ending up with a rate of \$5.07 an hour, which I feel is fair and equitable to the company.

The Board members had a discussion dealing with the economics of Canada in a comparison of wage rates, in that the economy of Canada should not be upset by applying American rates across the border into Canada. The union has not requested

American rates payable south of the border to be applied to Canadians north of the border. What the union has suggested is that rates of pay be applicable to all employees working on the same line.

I would like to state for the record that as far as economics of this country are concerned, the United Steelworkers of America has had for a number of years international wage agreements with industries such as the American Can, the Continental Can and Iron Ore Mines, which in effect give the Canadian employees exactly the same fringes and hourly wages as those received in the American plants of the above-mentioned industries. I have not heard of the economy of Canada being upset by applying these rates. Therefore, I reiterate my suggestion that this Board agrees with the union's request to end up with a rate of \$5.07 an hour for radician and mechanic.

### Union Security

I am certainly not going to delve too long into union security. The hardship that would be imposed on the union in attempting to sign up new members must be obvious. The company in their submission state: "in fact, it is safe to say that by the termination date of this contract that an entirely changed unit will exist, in contrast with those who chose a bargaining unit." I note that Federal Electric has granted union shop to the Alaska line. Again, once we have agreed to a principle, we should apply said principle. I therefore concur in the union's request for union security as outlined in their original submission.

Dated this 10th day of September, A.D. 1964.

(Sgd.) H. L. Stevens,  
Member.

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The U.S. National Labor Relations Board last month ordered the Kohler Co., Sheboygan, Wis., to reinstate 57 of 77 employees discharged during a 1954 strike (L.G. 1962, p. 1366). The Board, reversing an earlier decision, ruled that unfair labour practices by the plumbing manufacturer brought on the strike.

The Board rejected applications for reinstatement in the cases of 17 strikers who, it said, physically and violently assaulted nonstrikers or threatened members of their families. Three others of the 77 have died.

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Fringe benefits in 1962 cost manufacturing employers in the United States 53.4 cents an hour for every production worker, according to the National Industrial Conference Board.

Manufacturing production workers' average hourly earnings of \$2.40 an hour included paid leave, premium payments and bonuses amounting to 26.4 cents an hour. Insurance programs and welfare plans not included in the average hourly earnings figure cost the employer an average of 27 cents an hour for each worker.

Highest fringe benefits were paid by the primary metals industry—77.4 cents an hour—and the lowest benefits by the apparel and products industry—26.2 cents an hour.



# Legal Decisions Affecting Labour

*Alberta Supreme Court upholds injunction against picketing.  
Quebec Superior Court upholds the constitutional validity  
of the federal Maritime Transportation Unions Trustees Act*

In Alberta, the Supreme Court ruled that peaceful picketing was unlawful when it interfered with contractual relations between employer and employees in a situation where the union was not certified as a bargaining agent for the company's employees and where there was no dispute between the company and its employees. The purpose of the picketing was to strengthen the union's position in its dispute with another company where the union was a certified bargaining agent and was on legal strike.

In Quebec, the Superior Court rejected an application for an injunction to prevent the maritime union trustees from taking over the management of the maritime unions. The Court upheld the constitutional validity of the Maritime Transportation Unions Trustees Act as legislation in pith and substance within federal jurisdiction under "the peace, order and good government" clause of Section 91 of the British North America Act.

## Alberta Supreme Court . . .

**. . . rules that picketing that interferes with contractual relations is unlawful**

On March 31, 1964, Mr. Justice Kirby of the Supreme Court of Alberta dismissed an application to quash an interlocutory injunction against picketing and ruled that, although at common law there is a right to communicate information peacefully and to use picket lines for this purpose, such picketing is unlawful when it interferes with contractual relations between employer and employees by dissuading them from going to work.

Local 1-206 of the International Woodworkers of America applied to set aside an interlocutory injunction preventing the union from picketing the sawmill and premises of the North Fork Timber Co. Ltd., from supporting and encouraging activities to restrict the production of timber and lumber of the same company, from interfering with the contractual relations of the company by picketing, and from watching or besetting the company's premises and the premises of its employees.

The picketing was conducted on March 9, 10, 11 and 12 by the members of Local 1-206 in the vicinity of the junction of a roadway leading to the mill operated by North Fork and No. 3 Highway, and near the entrance to the forest road leading to the timber berth operated by the same company. There were about 10 picketers, who carried placards bearing the words "I.W.A. on Strike at Blairmore Sawmills" and "I.W.A. on Strike, Don't Scab."

At the time of the picketing, the North Fork Co. employed seven employees, apart from the supervisor, two of whom were absent from work for reasons not connected with the case at bar. The five remaining employees did not work in the mill on the four days on which the mill was picketed.

Two of the employees filed affidavits to the effect that they were told by the picketers that if they signed up with the union they would get strike benefits, and when a contract was signed there would be a clause protecting their present jobs. Another employee filed an affidavit to the effect that he was told by one of the picketers that he would get strike benefits if he did not work.

Local 1-206 was certified bargaining agent for the employees of Blairmore Sawmills Ltd., and on March 9 went on strike against Blairmore in accordance with the provisions of the Alberta Labour Act. The union was not the certified bargaining agent for the employees of North Fork, nor was there any dispute between North Fork and its employees.

Five of the shareholders holding a majority of shares in Blairmore likewise hold a majority of shares in North Fork, and four of the five directors of both companies are the same.

The union defended the picketing of North Fork as being lawfully justified for the purpose of imparting information, and filed affidavits to the effect that they had not encouraged employees of North Fork to leave their employment and that they had not at any time encouraged, coerced, intimidated or suggested, that any of the employees break a contract with North Fork.

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

There was no evidence that the picketing was other than peaceful.

The company contended that the picketing was intended to induce the employees of North Fork to break their contracts of employment.

Mr. Justice Kirby noted that the mills operated by North Fork and Blairmore are both in the same area, and it was difficult to believe that it required 10 picketers to inform five employees living in the same area that their union was on strike and to inform them of the reasons for such strike.

The fact was that the picketing had been effective in inducing the employees of North Fork not to go to work in the mill. It was a reasonable assumption that this was the real purpose of the picketing, designed to strengthen the position of the union in its dispute with Blairmore by reason of the interlocking ownership and control of the two companies. On the basis of the evidence before him, Mr. Justice Kirby came to the conclusion that this assumption was correct.

The question before the court was whether the picketing under consideration was unlawful.

On reaching the decision Mr. Justice Kirby relied, among others, on the principle of law applicable in such situations as summarized by Viscount Simon in *Crofter Hand-Woven Harris Tweed Co. v. Veitch* (1942) A.C. 435 at p. 442:

Thirdly, if C has an existing contract with A, and B is aware of it and persuades or induces C to break the contract with resulting damage to A, this is, generally speaking, a tortious act, for which B will be liable to A for the injury he has done him. In many cases, however, B may be able to justify his procuring of the breach of contract.

Further, Mr. Justice Kirby noted that a situation similar to that at bar was under consideration in *Edland Const. (1960) Ltd. v. Childs and Sallafranque* (L.G., Jan. p. 51), the headnote of which states:

Although there may be a common law right peacefully to communicate information by carrying placards in a picket line, it becomes enjoinable if the conduct supports an inference of intimidation or threats or interference with the acts of employees or the movement of goods or vehicles of an employer or deterrence of members of the public from doing business with the employer. In any event, picketing is enjoinable where it is initiated by leaders of a union which has not taken any of the required statutory steps for certification and which has no relationship with the employer and where there is no evidence that it arose out of any labour dispute between the employer and its employees.

Mr. Justice Kirby concurred with these views; he ruled the picketing in the dispute at bar unlawful and upheld the injunction.

*North Fork Timber Company Limited v. MacKenzie et al and Local 1-206, International Woodworkers of America*, (1964) 48 WWR, Part 8, p. 498.

## Quebec Superior Court . . .

### . . . rules Maritime Transportation Unions Trustees Act to be constitutionally valid

On May 13, 1964, Mr. Justice Ouimet of the Quebec Superior Court, dismissed a petition by the Secretary-Treasurer of the Seafarers' International Union of Canada for an injunction to prevent the Board of Trustees of the Maritime Transportation Unions from taking over the management of the unions involved, and held that the Maritime Transportation Unions Trustees Act was constitutionally valid, being, in pith and substance, legislation under the peace, order and good government clause of Section 91 of the B.N.A. Act within the powers of the federal Parliament.

The main arguments in support of the petition for injunction and declaration that the Act was *ultra vires* federal jurisdiction were as follows:

The pith, substance, purpose and effect of the Trustees Act was to place the Seafarers' International Union of Canada, its administration, membership and assets under the control of the trustees, all of which relate to matters which fall within the exclusive jurisdiction of the legislatures of the Provinces of Canada as set out in Section 92 of the British North America Act under the heading "Property and Civil Rights in the Province"; consequently the Trustees Act is unconstitutional and *ultra vires*.

The Trustees Act cannot be construed or applied otherwise than as to abrogate, abridge and infringe the rights and freedoms recognized and declared in the Canadian Bill of Rights, even though the said Trustees Act does not expressly declare, as required by Section 2 of the Canadian Bill of Rights, that it shall operate notwithstanding the said Canadian Bill of Rights; the Trustees Act is contrary to and incompatible with the Treaty obligations which Canada has assumed as a member of the United Nations in that it violates Articles 55 and 56 of the Charter of the United Nations, and further, it is contrary to and in violation of the Declaration of Human Rights adopted by the General Assembly of the United Nations, in favour of which Canada has voted; the Trustees Act is also contrary to and incompatible with the obligations which Canada has assumed as a member of the International Labour Organization.



Consequently, legislation violating international obligations assumed by Canada is *ultra vires* the Parliament of Canada; the Report of the Industrial Inquiry Commission on the disruption of shipping mentioned in the preamble of the Trustees Act, insofar as it purports to indicate an emergency situation, is *ultra vires* the terms of reference of said Commission and is *ultra vires* the provisions of Section 56 of the Industrial Relations and Disputes Investigation Act, the sole purpose of said Commission, as set out in Section 56, being to report facts of a dispute between an employer and an employees' organization; there was not and is no emergency situation, and a legislation of the Parliament of Canada based upon an emergency situation must be done pursuant to Parliament's declaring that an emergency exists, and such legislation passed solely on the basis of a characterization by an Industrial Inquiry Commission is unconstitutional and *ultra vires* the Parliament of Canada.

Finally, the petitioner pleaded that he had no other recourse available to remedy the wrong he was suffering and that he would suffer damages and great and irreparable injury if the petition for injunction, which was one of urgent necessity, was not granted.

The Board of Trustees contested the petition for injunction on such grounds as:

The Trustees Act falls clearly within the legislative authority of the Parliament of Canada; some of the matters dealt with in the Act are: Peace, Order and Good Government of Canada. Regulations of Trade and Commerce, and Navigation and Shipping. In pith and substance, the Act deals with matters coming within the classes of subjects enumerated in Section 91 of the British North America Act.

There is no conflict between the Trustees Act and rights and freedoms recognized and declared in the Canadian Bill of Rights, the Trustees Act having been enacted to further the rights of seamen which had been undermined by the unwarranted actions of certain union leaders.

The Trustees Act, having been enacted for the purpose mentioned in its preamble, is perfectly in accord with the obligations assumed by Canada in the international treaties to which reference was made in the petition.

The situation summarized in the preamble of the Trustees Act is one of emergency upon which the Parliament of Canada had the right and obligation to act. Even if there were any doubt on this point, the national and public interests of Canada make it imperative that no injunction be granted

before a final judgment has been rendered on the validity of the Trustees Act.

The Minister of Justice intervened, and the main arguments filed on his behalf were as follows:

The petitioner has not sufficient interest to present his petition as he has not suffered any prejudice or damage as a result of the adoption and putting in force of the Trustees Act. Were an interim or interlocutory injunction to issue in the present matter it would cause irreparable damage and prejudice to Canada as a whole.

The suspending of the application of the Trustees Act would foster the return of a situation which existed prior to the putting into effect of the Act, a situation of emergency for all Canada, which had been created by acts of violence and intimidation fomented and committed by members and officers of the Seafarers' Union. The state of extreme emergency had been shown to Parliament by a Royal Inquiry under Section 56 of the Industrial Relations and Disputes Investigation Act, the report of which inquiry is mentioned in the preamble of the Act creating the trusteeship; the law creating the trusteeship was within the competence, jurisdiction and legislative powers of the Parliament of Canada.

The pith and substance of the Trustees Act affect matters within the exclusive jurisdiction of the Parliament of Canada under Section 91 of the British North America Act, and more particularly the regulations of Trade and Commerce and Navigation and Shipping. The Parliament of Canada had full jurisdiction to adopt the Trustees Act to insure peace, order and good government in Canada.

The temporary control and administration by the Trustees of the Maritime Unions are for the benefit and advantage of their members and were inspired and motivated by the situation of national emergency referred to in the preamble of the Act and in the Norris Report therein mentioned, no suspension or restriction of any fundamental rights or freedoms having been created by the Act.

Finally the submission stated that freedom of assembly and of association is not in itself absolute and remains subject to the sovereign rights of the State to maintain order and security within the country.

Mr. Justice Ouimet, in order to reach his decision, stated the following principle of procedural and constitutional law relevant to the case at bar.

With regard to the granting of a petition for injunction the established principle of law is that a party seeking an injunction must establish a *prima facie* right and a

serious prejudice. The court, in the exercise of its discretion, must weigh the balance of inconvenience which might result from the issuing of a writ of injunction, and the applicant's alleged right must be shown to be superior to that of the respondent. The prejudice suffered by the applicant because of the dismissal of his petition should be greater than that the granting of the petition would cause to the respondent. The prejudice alleged and proved by the applicant must be of a personal nature as distinguished from one affecting the community or the general public. The court should look into the conduct of the party who makes the application and should refuse to interfere unless the applicant's conduct in the matter had been fair and honest, and free from any taint of fraud or illegality.

With regard to the presumption that laws are *intra vires* the powers of the enacting body, the established principle of law is that the courts have a positive duty to hold valid a statute, if possible, "their duty being to apply the law, not to make it."

With regard to the powers flowing from the "Peace, Order and Good Government" clause in Section 91 of the British North America Act, the established law is that the pith, substance, character and purpose of the impugned law must be the sole guides of the court in deciding its validity; that it can only be under necessity and in highly exceptional circumstances that the liberty of the inhabitants of a province may be restricted by the Parliament of Canada and that the Dominion can intervene in the interests of Canada as a whole; that the emergency must actually exist; and that the Canadian Parliament cannot, by clothing its legislation in a form which purports to indicate its competency, avoid the limitations imposed upon it by the British North America Act.

With regard to the powers and jurisdiction granted by the British North America Act of 1867 and particularly by Section 91, the law as stated is that the Parliament of Canada is supreme in respect of matters of legislation, the pith and substance of which are within the ambit of Section 91, regarding matters mentioned generally or specifically in the said section, whether or not such legislation directly or indirectly affects "property and civil rights" in a Province, namely, among others, (a) the Criminal Law (Section 91, paragraph 23); (b) Banks and banking operations (Section 91, paragraph 15); (c) Bankruptcy and insolvency; (d) Sea-coast and Inland Fisheries; (e) Navigation and Shipping. Within the scope of "navigation" and "shipping," The federal

jurisdiction covers labour conditions and conditions of employment of stevedores as it was decided by the Supreme Court of Canada in *Reference re Validity of Industrial Relations and Disputes Investigation Act, in Respect of certain Employees of the Eastern Stevedoring Company Ltd.* (L.G. 1955, p. 952), in which case Mr. Justice Taschereau stated: "Even if incidentally the law may affect provincial rights, it is nevertheless valid if it is, as I think, in relation to a subject within the federal legislative power under S. 91."

Further, within "Navigation and Shipping" federal jurisdiction comprises pilotage and the disposal of property belonging to the collective bargaining agent for the pilots. In this respect, in *Paquet v. Pilots' Corporation (Quebec)* (1920) A.C. 1029 Viscount Haldane stated:

It is of course, true that the class of subjects designated as "property and civil rights" in s. 92 and there given exclusively to the Province would be trenchoned on if that section were to be interpreted by itself. By the language of S. 92 has to be read along with that of S. 91, and the generality of the wording of S. 92 has to be interpreted as restricted by the specific language of S. 91, in accordance with the well-established principle that subjects which in one aspect may come under S. 92 may in another aspect, that is made dominant, be brought within S. 91. That this principle applies in the case before their Lordships they entertain no doubt, and it was, therefore, in their opinion, for the Dominion and not for the Provincial legislature to deal exclusively with the subject of pilotage after Confederation, notwithstanding that the civil rights and the property of the Corporation of Pilots of Quebec Harbour might incidentally, if unavoidably, be seriously affected.

Regarding the admissibility in the record of the Norris Report, the principles of law stated by Mr. Justice Ouimet was that the Courts should not be deprived of information for the purpose of showing the intention, that is the purpose and object of the Act, and indicating the materials which a government had before it in promoting the impugned statute—although the language of a Minister of the Crown in proposing a measure may not be admissible in evidence.

After stating the established principles of law with regard to the issues raised in the case at bar, Mr. Justice Ouimet noted that the preamble of the Trustees Act refers to the "Norris Report" as indicating that within the shipping industry in Canada an emergency situation has developed that was endangering navigation and shipping on the St. Lawrence Seaway with a consequent threat to the economy of Canada, the international relations of Canada, and peace, order and good government on the St. Lawrence Seaway, and in the ports and on the sea coasts of Canada; that the democratic



processes within a certain maritime transportation union have been avoided or undermined to the prejudice of the welfare and rights of seamen and the national and public interests of Canada; and that the Report recommended that as an interim measure the maritime transportation unions and their locals in Canada be put under trusteeship to the end that the danger to navigation and shipping on the St. Lawrence Seaway and the threat to the national and public interests may be removed and to enable the seamen of Canada to assume by peaceful means the democratic management and control of their labour organizations.

Then, Mr. Justice Ouimet arrived at the following conclusions: the applicant's objection to the Court's taking judicial notice of the preamble to the Act and of the "Norris Report" was ill-founded and should be overruled; the applicant did not establish that he was suffering an irreparable injury or prejudice, nor that he was vested with a clear right to proceed against the respondents. The applicant was acting for other interests which were not and could not be a party to the issue; the Court must take into account the presumption that the

Trustees Act is constitutional and within the ambit of Section 91 of the British North America Act; the "Norris Report" shows that there existed at the time of the passing of the Act an unquestionable emergency situation affecting the shipping industry in Canada, with a consequent threat to the economy and the international relations of the country and the peace, order and good government all across the St. Lawrence Seaway and throughout relevant Canadian ports: even if the applicant had shown a *prima facie* right, the balance of inconvenience would certainly be on the side of the respondents, of the intervening party and of Canada as a whole; the Trustees Act is *intra vires* the powers of the federal Parliament and does not infringe the provisions of the Canadian Bill of Rights, nor of any international instrument adhered to in pursuance of the principles therein recited; the applicant's petition is ill-founded and should be dismissed.

The Court upheld the constitutional validity of the Trustees Act and dismissed the application for injunction.

*Swait v. Board of Trustees of the Maritime Transportation Unions et al.*, C.C.H. Canadian Labour Law Reporter, (1964) Para. 14,015, p. 11,148.

## Recent Regulations, Federal and Provincial

*Ontario issues comprehensive new safety regulations under Industrial Safety Act. B.C. raises minimum wage of miners*

In Ontario, new regulations under the Industrial Safety Act strengthened and extended safety and welfare provisions previously in effect, and introduced some new requirements.

Among other changes, the regulations set out specific safety rules for silos, bins and other containers used for storing dry bulk material, and introduced provisions designed to prevent occupational deafness caused by industrial noise.

In British Columbia, the minimum wage for miners has been increased from \$1 to \$1.50 an hour. New overtime requirements have been laid down for the fresh fruit and vegetable industry.

Other regulations deal with applications for loans under the Canada Student Loans Plan and with commercial courses given by trade schools in New Brunswick.

### FEDERAL

The first regulations to be issued under the Canada Students Loans Act were gazetted on September 9 as SOR/64-355.

The Act established the Canada Student Loans Plan, under which needy, full-time students in approved institutions above the secondary school level may obtain annual loans up to \$1,000 a year and total loans up to \$5,000.

Among other matters, the regulations set out the procedure to be followed when applying for a loan and fix the term of repayment. The interest rate on such loans is to be five and three-quarters per cent.

### PROVINCIAL

#### B.C. Hours of Work Act

#### B.C. Male and Female Minimum Wage Acts

#### Mining Industry

In British Columbia, a new order governing male employees in the mining industry increased the minimum wage from \$1.00 to \$1.50 an hour and requires the payment of overtime after 40 hours in a week instead of after 44 hours. The new order was gazetted as B.C. Reg. 172/64 on September 3, to go into force on January 2, 1965.

Except that prospectors are no longer excluded, the new order has the same coverage as formerly, applying to all male workers employed in or about a metallurgical works, mine or quarry. The only exceptions are men employed in coal-stripping operations or in a mine subject to the Coal Mines Regulation Act, employees covered by another minimum wage order, and persons employed in a supervisory, managerial or confidential capacity who are exempted from the Hours of Work Act.

The new \$1.50-an-hour rate applies to all male employees in the mining industry, except an apprentice or a handicapped or part-time worker for whose employment a special permit has been issued by the Board of Industrial Relations. Such an employee must be paid the rate specified in the permit.

As indicated above, the overtime requirement has been brought into line with the standard set in the majority of orders issued within the last year or so. One and one-half the regular rate is payable after 8 hours in a day and after 40 in a week (previously 44). If, by agreement hours are averaged over a fixed period, this premium rate must be paid for all hours in excess of a weekly average of 40 hours.

The provision permitting employees engaged in development work to work up to 191 hours in a month at straight-time rates has been dropped.

An exception is again permitted, however, in any case where an employee is kept underground after the expiration of the regular shift due to causes over which he has no control. The order states that such time be paid for at straight-time rates but will not be considered as hours worked if the cause is beyond the control of the employer.

The daily guarantee provision is similar to that in most other British Columbia minimum wage orders. An employee must be paid at least two hours pay at the regular rate if he reports for work in response to a call from the employer, and four hours pay if he actually commences work, subject to the usual qualifications. A student reporting for work on a school day must receive at least two hours pay.

Subject to the exceptions provided in the Hours of Work Act, hours in the mining industry are again limited to 44 in the week. There is no provision for a weekly rest.

In addition, the order contains the usual provisions respecting semi-monthly pay, the posting of orders and schedules of shifts and periods free from duty, and the keeping of records.

### *Fresh Fruit and Vegetable Industry*

Employees in the fresh fruit and vegetable industry were granted a full-time exemption from the Hours of Work Act by B.C. Reg. 135/64, gazetted July 23. Previously, the Board of Industrial Relations granted exemptions only for the summer season.

Although hours are no longer fixed, the overtime provisions set out in the 1962 minimum wage order for the fresh fruit and vegetable industry will continue to apply until July 2, 1965, when a new minimum wage order goes into force.

The 1962 provisions state that, during the period June 1 to November 30 each year, employees must be paid time and one-half their regular rate for the first two hours worked in excess of nine in the day, and double time for any additional hours. During this period also, they must be paid time and one-half for all hours in excess of 54 in a week, where hours do not exceed nine in any one day. During the period December 1 to May 31, employees are entitled to time and one-half for all hours in excess of 8 in the day and 44 in the week.

As indicated above, after July 2, 1965, employees will be governed by the new minimum wage order for the industry, B.C. Reg. 178/64, gazetted on September 17. This order sets the same minimum rate as the 1962 order, \$1 an hour, but imposes a different overtime standard. It will require employers to pay time and one-half the regular rate for all hours worked in excess of 8 in the day and 48 in the week, regardless of the season.

### **New Brunswick Trade Schools Act**

New regulations under the New Brunswick Trade Schools Act gazetted on September 16 set out minimum educational requirements for persons entering certain commercial courses.

An applicant wishing to enter the key-punch operators' course must have successfully completed Grade 10 and must have attained a speed of 40 words per minute in typing. In addition, he must pass the standardized punch operators' test with a minimum score of 110.

To qualify for the machine operators' course, a candidate must have a Grade 12 education and pass the standardized machine operators' test with a minimum score of 30.

To be admitted to the programming course, an applicant must have a university degree and pass the standardized programmers' aptitude test with a mark of at least 50.



An instructor in any of the three courses referred to above may not have more than 25 pupils under instruction in any one class. The maximum for other commercial courses is 35 pupils.

### **Ontario Industrial Safety Act, 1964**

New general regulations issued in Ontario under the Industrial Safety Act, 1964 (see page 960) introduce the first major changes in many years in safety and health regulations governing industrial work, giving particular emphasis to requirements concerning dangerous places, dangerous materials, substances dangerous to health, machinery—including the first specific provisions in Canada designed to prevent occupational deafness caused by industrial noise—and personal protective equipment.

Gazetted on August 15 as O. Reg. 196/64, the new regulations came into force July 31, implementing, where practicable, the recommendations of the Report of the Royal Commission on Industrial Safety (L.G. 1961, p. 1238). They revoke R.R.O. 1960, Regulation 134, O. Reg. 6/62 and 72/62.

At the same time, the regulations governing foundries were re-issued with only minor changes, as O. Reg. 197/64, revoking O. Reg. 332/63 (L.G., Feb., p. 142).

The new general regulations place upon the employer, owner or other persons, more specifically than previously, responsibility for ensuring that particular provisions are observed. They apply to all establishments under the Act (that is, factories shops, offices and office buildings), except that some provisions are limited to one or more of these categories.

#### **Dangerous Places**

Most of the provisions relating to dangerous places are new; of those previously in effect that have been retained, nearly all have been revised.

The employer must ensure that every dangerous opening, place or thing is securely fenced or guarded, that every floor, roof or other part of a building or structure will support any load to which it may be subjected, that it is safely loaded, and that the maximum safe load of any floor or roof is conspicuously marked when an inspector so directs.

Provisions respecting confined spaces are now much stricter. New requirements specify that only a competent person designated by the employer is permitted to test a confined space. His name must be recorded on the premises and be readily available to an inspector. He must record each test.

The onus is now specifically placed on the employer to ensure that any tank, vat, chamber, pit, pipe, flue or other confined space that may be entered has a suitable man-hole or other means of egress and is safe for entry.

The employer must not permit the entry of any person without breathing equipment to such a confined space if there are gases, vapours, mists, fumes, dusts, temperatures, or a deficiency of oxygen that may endanger his safety, unless these atmospheric hazards have been removed, the entry of additional quantities is prevented, the confined space has been tested and is safe, and adequate ventilation is provided.

If any of the foregoing confined spaces has been tested and is unsafe for entry, or may become unsafe, the employer must ensure that no person enters or remains in it unless he is using suitable breathing apparatus, safety harness, and whatever other equipment is necessary for safety.

Attached to the harness there must be a rope, held by a person equipped with an alarm, who, keeping watch outside the confined space, must be capable of pulling out the other person. A person trained in first aid must also be available. The safety harness, rope and other equipment must be periodically inspected by the employer and maintained in good condition.

If a confined space is tested and found safe for a specified time, but may become unsafe, the employer must ensure that any person who enters it without breathing apparatus leaves at the end of that time, and does not re-enter or remain, unless the requirements for entry into unsafe, confined spaces are observed.

The employer must ensure that no person enters or remains in any confined space that contains a dangerous liquid or solid or is at a dangerous temperature, unless he is using suitable safety equipment.

#### *Silos, Bins and Hoppers*

For the first time, specific provisions respecting silos, bins, hoppers and other similar structures or containers have been introduced. These requirements forbid any employer to use such a container for containing or storing dry bulk material, or to employ any person to work in connection with it, unless the material can be safely removed from it.

If this type of container is constructed to discharge dry bulk material from the bottom, no employer may use it or employ a person to work in connection with it, unless the top has a solid cover, metal grating or bars, gangway, or is encircled or encompassed at its perimeter by a platform with a railing satisfactory to an inspector.

It is further provided that no employer may allow any person to enter or remain in such a container for bulk material, nor may any person do so, unless it is necessary, the supply of material is stopped, and proper precautions taken to prevent further supply. In addition, the person must wear a safety harness or similar equipment attached to a rope, one end of which is fastened to a fixed object outside the container. At least one other person with a suitable alarm must keep watch nearby to give assistance.

Another provision requires every employer to ensure that no person works, and forbids any person to do so, on or near bulk material that is piled dangerously.

The employer must cover or fence, to a height of 3½ feet above the highest floor or other level from which a person might fall into it, any tank, vat or other liquid container whose top edge is less than that height above the floor or level concerned.

If in the opinion of an inspector, such a cover or fence is not practicable, the employer must ensure that approved alternative measures are taken to prevent any person falling into the container. Where an alternative measure is used, the employer must ensure that any stair or gangway above, across or inside the container is at least 22 inches wide, has an upper rail and either an intermediate rail and toe board or equivalent protection on both sides at least 3½ feet high, and is securely fixed.

### **Dangerous Materials**

Most of the provisions relating to gases, liquids, vapours, dusts and other dangerous materials are completely new; others have been revised.

Flammable mixtures may be produced in the form of dust or other minute particles as a result of certain grinding, polishing, screening or other processes, or in the form of gas, vapour or mist due to the mixing, handling, dispensing or storage of certain materials.

In order to ensure that these operations are conducted safely, the employer is required to take all practicable steps to enclose processing equipment, to prevent or remove any accumulation of dust, vapour, gas or mist that may escape from the enclosure, to exclude or enclose potential sources of ignition, and to restrict the spread and effects of any burning or explosion by providing vents, baffles and chokes satisfactory to an inspector. When an inspector so directs, the employer must create and maintain an inert atmosphere in contact with the flammable mixture.

Provisions applicable to gas, liquid, vapour or dust under pressure forbid any person to open the container, and require every employer to ensure that the container is not opened unless the following precautions are observed. Before any fastening of the container is loosened, the flow into or out of it must be stopped, and the pressure reduced to atmospheric pressure. If a fastening has been loosened or removed, the employer and other persons involved must ensure that no gas, vapour, liquid or dust enters the container until the fastening has been replaced.

In order to avoid the hazards presented in the alteration or repair of containers used for explosive or flammable substances, the employer must ensure that such work is not done by any method involving an open flame or other potential source of ignition, unless the dangerous substance and any fume, gas, vapour or dust from it is removed or rendered non-explosive or non-inflammable. Similar precautions must be taken by persons doing such work. After the work is done, the employer and employee must ensure that the container has cooled sufficiently to prevent ignition before any explosive or inflammable substance is permitted to enter it.

Subject to the Energy Act and the Gasoline Handling Act, the employer is required to take specified precautions with respect to dangerous, flammable or explosive materials in a solid, liquid or gaseous state that are kept, stored or handled. Such material must be in a suitable container, safely apart or insulated from potential sources of ignition or temperatures likely to cause combustion. If the material is not needed for immediate manufacture, use or sale, it must be kept, stored or handled outside any building, in a building for this purpose only, or in a fire-resistive compartment satisfactory to an inspector.

### **Ventilation and Dust Control**

The new provisions emphasize the employer's responsibility for ensuring the implementation of all requirements relating to ventilation and dust control. In general, he must provide for an exchange of air in an industrial establishment that is sufficient to keep the air pure and to render all gases, vapours, dusts or other impurities harmless.

If a process produces a gas, vapour, dust or other impurity that is likely to be inhaled to an injurious extent, the employer must provide and use mechanical means, satisfactory to an inspector, that will prevent such inhalation, carry off the gases, vapours or dusts, and prevent the re-entry of impure air.



He must ensure that air exhausted from any process using silica, benzol, lead, asbestos, beryllium or other toxic or hazardous material is discharged outdoors and does not re-enter the establishment.

Any place where dust may accumulate must be regularly cleaned by vacuum, wet sweeping, wet shovelling or other method that reduces the dissemination of dust.

The employer must ensure that ventilation and other systems used for controlling the dissemination of gases, vapours, dust or other impurities operate in a manner satisfactory to an inspector, and that dust collectors are not located inside a building without an inspector's permission.

He must see that abrasive blasting and similar operations inside a building are conducted in a blasting enclosure that prevents dust from entering other areas, and that the ventilation system for the enclosure is in operation while the enclosure is occupied or in use.

If abrasive blasting or similar work may expose any person to abrasive material or dust containing free silica, the employer must ensure that the following precautions are taken: where the work is done inside a container or blasting enclosure, the exchange of air must be sufficient to remove the dust rapidly; every person involved in the work must be provided for his own use, and must wear, a type of helmet satisfactory to an inspector; the helmet must be supplied with a sufficient volume of clean air, at a temperature satisfactory to an inspector, to prevent dust entering from the surrounding air.

If an inspector considers that additional measures are necessary to prevent the production or dissemination of dust, the employer must take them.

Where abrasive blasting or other similar operations produce dust that does not contain free silica, the work must be done in a manner approved by an inspector.

In any case where an inspector considers that the means of dust control prescribed by these regulations is impracticable, he may require the employer to provide an employee exposed to dust with respiratory equipment satisfactory to the inspector.

### **Substances Dangerous to the Health**

New provisions require the identification of substances dangerous to health and posting of relevant safety precautions, physical examination of certain workers, and reporting of industrial diseases.

If any person in an industrial establishment is exposed to a substance dangerous to his health, the employer must, when requested by the chief inspector, on advice

of the director of the Industrial Health Branch, Department of Health, post a notice stating the dangers and precautions necessary.

Manufacturers, distributors or other persons offering for use in an industrial process any substance containing an ingredient dangerous to any employee must report its percentage when requested by the chief inspector or the director of the Industrial Hygiene Branch.

Likewise, any person who manufactures, distributes or purchases for industrial use any substance containing benzol, carbon tetrachloride, lead (excluding lead compounds used as dryers in paints) or other ingredient considered by the director of the Industrial Hygiene Branch to be dangerous to health must label clearly each package or container, indicating the presence of such ingredients.

The chief inspector, on the advice of the director of the Industrial Hygiene Branch, may require, at the employer's expense, periodic physical examinations, including an X-ray examination and a blood test or other test, of any employee where a process is likely to endanger his safety. The physician must make an immediate report on the examination to the director.

Every physician is now required to report immediately to the director of the Industrial Hygiene Branch any case or suspected case of industrial disease coming to his attention.

### **Machinery**

Provisions relating to the operation of machinery cover a number of new matters, notably industrial noise, lifting devices clearances between machinery, projections on revolving parts, and prevention of accidental starting of machinery. Several other provisions are revisions of previous requirements. The employer is responsible for compliance with all such provisions.

### *Industrial Noise*

For the first time in Canada, these regulations introduce a provision designed to prevent occupational deafness caused by industrial noise, a problem that is of increasing importance, and one that is receiving greater attention in various countries.

Every employer must now ensure that whatever steps are considered practicable by an inspector are taken to reduce or eliminate noise from machinery or other devices, in order to prevent injury to the hearing of any person in an industrial establishment.

## *Lifting Devices*

The employer must ensure the safe operation of lifting devices, defined as any device used to raise or lower any material or object, including its rails and other supports. Excluded are devices to which the Elevators and Lifts Act or the Construction Hoists Act, 1960-61 applies.

The safe working load must be marked on every lifting device, and the load must not exceed this maximum, except for test purposes or when certified to be safe by a person satisfactory to an inspector.

No cable, chain, rope or other specified part of a lifting device may be used unless its construction, material, and strength are adequate.

It is forbidden to use a newly-installed lifting device until tested and examined by a competent person. Provision is made for a thorough examination of lifting devices at least annually.

The operator of a travelling crane must be warned of the presence of any person on or near its wheel track, and the crane or any part of it must not come closer than 10 feet to the place, nor may the crane be moved while any person is in or under its path, until he is warned of the proposed movement.

## *Clearance*

Clearances between the moving part of a machine and anything else must be adequate for safety. Dangerous machinery must be fenced or guarded. Projections on revolving parts of machinery must be recessed, enclosed, or otherwise safely guarded.

No person may clean, oil, adjust, repair or do maintenance work on machinery in motion, unless it is impracticable to do so when it is stopped, nor may he work between machinery or objects whose movement may endanger his safety.

## *Accidental Starting*

Both the employer and the worker are obligated to ensure that no work is done on a machine where accidental starting may be dangerous, unless precautions are taken to prevent it, including locking-out of control switches or other control mechanisms, and posting of warning signs satisfactory to an inspector.

The employer must ensure that no person works unsupervised at a machine unless he has had adequate training and supervision, and is capable of operating it safely.

## **Personal Protective Devices and Clothing**

The employer is required to ensure that no person under his control is in any place or works where he is likely to be exposed

to head, eye or foot injuries, or injury from gases or certain other causes, unless he is wearing specified protective clothing or equipment.

Moreover, the employer is responsible for notifying such persons of these requirements and seeing that they have adequate instruction in the use of the protective clothing or equipment concerned, and the person must use or wear it.

With respect to head injuries, persons exposed to such hazards are required to wear a safety hat.

Persons exposed to eye injury from flying particles, hazards substances, sharp objects, or harmful light or other rays must be protected by a screen, clear or coloured eye shields or other suitable devices.

Protective footwear or other protective devices must be worn by persons likely to be exposed to foot injury from sharp, falling or crushing objects, from hot, corrosive or poisonous substances or by wet locations.

A person likely to be exposed to injury from dangerous gases, vapours, mists, fumes, dust or a deficiency of oxygen must wear suitable breathing apparatus.

Where a person is exposed to other than the foregoing injuries he is required to wear or use appropriate protective clothing to protect him.

It is forbidden to wear rings or loose or dangling clothing or jewellery near any rotating shaft, spindle, gear, belt or other source of entanglement, and, in the case of a female, hair that is not kept close to the head by suitable headgear. Unless permitted by an inspector, the wearing of open-toed or high heeled shoes in a factory is prohibited.

Where, in the opinion of an inspector, the foregoing protective devices and clothing will not prevent personal injury by a harmful substance, the employer must provide safety showers, eye wash fountains or other emergency equipment as directed by an inspector.

## **Exits**

Most provisions relating to exits are similar to those previously in effect. New requirements are designed to ensure the effective functioning of means of egress in the event of fire.

The owner is required to provide and maintain suitable means of egress from all rooms likely to be occupied by any person, including fire-resistive tower stairs satisfactory to an inspector. Exterior fire escapes may be permitted by an inspector. Except for grain elevators and buildings erected on or before July 1, 1952, no outside fire escape may extend above the third floor. Drawings and



specifications of fire escapes or tower stairs must meet specified requirements.

The owner or employer in charge of an industrial establishment must provide and maintain whatever equipment and facilities for fire protection, prevention and extinguishment an inspector directs.

It is forbidden to lock, bolt or bar any door forming part of a means of access to or egress from an industrial establishment, and every person having authority in this respect must ensure that this provision is observed. Excepted are special locking mechanisms that prevent entry, but may be readily opened from the inside. Every owner or employer must ensure that no means of egress or door to a fire escape, tower, stair or other smoke-proof enclosure is obstructed.

### **Employer-Provided Facilities**

Most of the employer's responsibilities for the provision of facilities for the health and comfort of employees are similar to those contained in the former Act, including matters such as cleanliness, lighting, sanitary facilities, temperature, space per person, drainage, drinking water, clothing accommodation, special showers, and restrooms for females. As before, he must prohibit eating where there are dangerous substances, fumes, dust or gases.

New provisions require the employer to keep all walking surfaces safe and not to use a slippery finish on them.

An eating room must now be provided by the employer in any establishment with 35 or more persons, or where an inspector directs, a provision that previously applied only to females. Where 35 or more females are employed, or if an inspector directs, a female supervisor must be provided, but she is now specifically permitted to perform other duties that do not prevent her from attending to her welfare functions.

Seats must now be provided for all persons whose work can be done while sitting, a requirement that formerly applied to females only.

The employer in a factory or shop must provide dressing rooms, shower rooms, and drying facilities for work clothes, as directed by an inspector. Where there are individual showers but no satisfactory dressing room, the employer must provide dressing cubicles as specified.

If a person's work requires that he take a shower at the end of every shift, the shower room must be located between the room provided for work clothes and the room for street clothes.

### **Owner-Provided Facilities**

Most of the provisions governing the owner's responsibilities for employee facilities are completely new and others are extensive revisions of previous requirements.

The owner of a building used as an industrial establishment must keep it properly lighted, heated, ventilated, clean and sanitary. He must also ensure that drainage and plumbing systems are working properly, that walking surfaces are not slippery, and that a supply of pure drinking water is available for each occupier.

The owner must provide conveniently accessible washrooms and toilet rooms for each sex, with identifying signs. These rooms must have a minimum height of 8 feet, have walls extending to the ceiling and constructed of material impervious to liquid to a height of at least 4 feet, have an opaque window or skylight, smooth floors of non-absorbent, easily cleaned material, and the prescribed mechanical exhaust system or window space.

Where fewer than six persons are employed, the owner may provide a room with a wash basin, flush toilet, and a door that can be locked on the inside. If an inspector so directs, the owner must provide washrooms and toilet rooms for employees separate from such accommodation for the general public.

Set out in tabular form are requirements respecting the number of toilets and washbasins that must be provided, according to the number of male and female employees. Provision is made for the substitution of a proportion of urinals instead of toilets, and for washfountains in lieu of washbasins.

Washfountains and washbasins must be supplied with hot and cold water from a source satisfactory to an inspector. Water for washing purposes must not exceed 140° Fahrenheit, and must not be directly mixed with steam.

An industrial establishment in operation before July 31, 1964 may, with an inspector's permission, continue to use existing sanitary facilities that do not comply with these regulations.

### **Employment of Children**

Employment of a child of 14 is now limited to a shop, office or office building, and must not be likely to endanger his safety. As previously, a certificate is required to permit his employment during school hours.

### Reporting

There is little change in reporting requirements. Where a fire, accident or industrial disease in an industrial establishment results in a personal injury that prevents an employee for more than two days—formerly three days—from earning full wages, the employer must send to the chief inspector, immediately upon the termination of the two-day period, a notice giving specified particulars.

The employer must notify an inspector immediately by telephone, telegraph or other direct means, of the death or critical injury of a person in or about an industrial establishment. In addition, he must send to the chief inspector, within 48 hours after the occurrence, a written report giving specified particulars. Until an inspector gives permission to do so, no person may alter the scene of such an accident, except to save life or relieve human suffering.

The employer must send to the chief inspector, within 24 hours of its occurrence, a written report of any explosion in an industrial establishment. Excluded are a controlled explosion or an explosion of a container being filled in a suitable protective

enclosure, provided that the safety of no person is endangered or any structure damaged.

### Other Matters

An important new provision, intended to eliminate injuries due to strain, forbids an employer to require a person to lift, carry or move a heavy weight in a manner that may endanger his own safety or that of others. Horse-play is prohibited.

The employer must not allow any person who is intoxicated or whose faculties are impaired by a drug to enter or remain in a factory.

The employer must not permit any person affected with a communicable disease to work in an industrial establishment, nor may any such person work in one, except in compliance with the Public Health Act. The employer is also required to ensure that a factory or shop is not used for sleeping, unless the chief inspector approves.

No person in an industrial establishment may misuse, or unless it is necessary to do so, remove or interfere with safety equipment or devices.

The Canadian education system must work to turn out graduates who are "not only better educated and more highly skilled, but . . . both flexible and adaptable," A. A. Cumming, president of the Canadian Manufacturers' Association, said in an address at the annual meeting last month of the Quebec Association of Protestant School Boards.

The worker of the future will be obliged, as a result of technological advances, to develop new skills during his career. "It follows from this that the inevitable trend is to a broader occupational training, one that will facilitate replacement of obsolescent skills by the development of new ones," he told his audience.

Explaining industry's "vital stake" in better education, Mr. Cumming stated, "Substantial growth in our gross national product, . . . increased productivity, and a greater application of scientific and basic research by Canadians to Canadian industry are contingent on a higher average level of education with larger enrolments in our secondary schools and institutions of higher education."



# Monthly Report on Operation of the Unemployment Insurance Act

*Total on August 31 of claimants for unemployment insurance was down 23,000 from month earlier and 10,000 from total at end of August 1963. New claims filed also decline in month*

Claimants for unemployment insurance benefit totalled 182,000 on August 31, compared with 205,300 on July 31 and 192,500 on August 30, 1963. Males accounted for 70 per cent of the month's decline and for all of the decline over the year.

The insured population at the end of July numbered an estimated 4,358,000, of whom an estimated 4,152,700 were employed. This latter was an increase of almost 300,000 over the number in July 1963, compared with an increase of 260,000 in the paid worker segment of the non-agricultural labour force over the same period. The difference is an indication that the current expansion is taking place mainly in those sectors of the economy covered by the Unemployment Insurance Act.

## Initial and Renewal Claims

A total of 79,000 initial and renewal claims were filed during August, compared with 108,900 in July and 86,200 in August 1963.

More than 90 per cent of these claims represented new cases of unemployment; the balance came from persons seeking re-establishment of credits after terminating benefit.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in August was 139,400, compared with 135,200 in July and 141,900 for August 1963.

Benefit payments totalled \$13,200,000 in August, compared with \$14,100,000 in July and \$14,000,000 in August 1963.

The average weekly payment was \$23.66 for August, \$23.67 for July, and \$23.50 for August 1963.

## Insurance Registrations

On August 31, insurance books or contribution cards had been issued to 4,602,874 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 339,348, an increase of 666 since July 31.

## Enforcement Statistics

During August, 9,807 investigations were conducted by enforcement officers across Canada. Of these, 7,405 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 403 were miscellaneous investigations. The remaining 1,999 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 155 cases, 63 against employers and 92 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 564.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled \$31,466,408.64, compared with \$30,367,926.63 in July and \$29,579,502.02 in August 1963.

Benefits paid in August totalled \$13,198,560.14, compared with \$14,085,931.99 in July and \$14,077,036.69 in August 1963.

The balance of the Fund on August 31 was \$18,826,357.90. On July 31 there was a balance of \$558,509.40; on August 31, 1963, a balance of \$7,100,864.83.

\*These do not necessarily relate to the investigations conducted during this period.

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In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants." A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2383, July 10, 1964

**Summary of the Main Facts:** The claimant filed an initial application for unemployment insurance benefit on October 28, 1963. He had worked as a radial drill press operator at a wage of \$2.26 an hour from December 1962 to October 25, 1963. He stated that he had been laid off temporarily and expected to be recalled in approximately one month's time. The employer reported that the claimant had been laid off because of a shortage of work but he did not comment on any possible recall. The claim was allowed, effective October 27, 1963.

In a statutory declaration to the Commission dated January 7, 1964, the claimant said:

... I was sent by your office to several different places but I haven't been hired. I have had several years experience as a radial drill press operator but I would take work at my trade with another company until I am called back to [former employer].

And I make this solemn declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if made under oath, and by virtue of the Canada Evidence Act.

After a spot check investigation on January 7, 1964, an officer of the Commission reported: "This man has worked intermittently for nine years with — Manufacturing Company. He does not wish to sever his connection with this company as he is paying into a pension plan."

On January 20, the employment officer of the local office made the following statement:

This man is a fully experienced radial drill operator, reading and setting up work from blueprints. Also has some experience on milling machine but is limited in this.

Also has experience in electro-plating, in which he operated his own business for approximately 15 years, just a one-man operation. In regards to finding work in this occupation, it would be a wage problem, as he would have to start as a labourer or helper and wages would be approximately \$1.50 to \$1.75 an hour.

Applicant has been referred to employers as a machine operator, radial or milling machine, but there is still the problem of returning to former employer when he is recalled, and has been rejected for this.

As for being available for temporary work and asking approximately \$2.25 per hour, this is very remote.

Definitely not suitable for casual work as a labourer in the \$1.25 to \$1.50 per hour class.

On January 21, the insurance officer requested information as to whether the claimant was willing to accept the prevailing rates in other suitable occupations. The employment officer reported that the claimant "states he will accept prevailing rates for other machine shop jobs available in the district."

The insurance officer disqualified the claimant and suspended benefit from January 12, 1964, for having failed to prove that he was available for work, as required by section 54(2)(a) of the Act, inasmuch as he was restricting himself to temporary work and would take permanent work only with his former employer. The insurance officer notified the claimant of the disqualification on January 27.

On February 4, the claimant appealed to a board of referees, and stated: ... I am appealing because I have not been restricting myself to temporary work and have at no time refused employment since this claim was instituted. ..."

A board of referees heard the case on February 27. The Board, by a majority decision, maintained the decision of the insurance officer and disallowed the claimant's appeal. The decision reads:

... He applied for employment on a referral by the Commission but on being questioned he informed prospective employer that due to seniority, pension, etc., he would return to his original employment when recalled. In spite of this, he secured employment on his own on February 10, 1964, but left one week later on recall to [former employer].

The dissenting member of the board of referees stated:

The claimant ... stated that he had subsequently found employment with another firm, and I find this is evidence of availability, and he should not be required to say he is available for permanent employment if he intends to accept a recall to former employment, and thereby perjure himself or be disqualified.

On April 2, the union appealed to the Umpire and requested an oral hearing.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. When the claimant was laid off work ... on 25 October 1963, he expected to be recalled to work in approximately one month's time. His expectations did not materialize.

2. The claimant was referred to a number of positions but was not placed. There is no evidence to show what the employers reported at the time regarding the reasons the claimant was not hired. Therefore, it would seem that the reasons for non-acceptance were plausible.



With his years of employment with [former employer], it is natural that the claimant would want to protect his seniority with this employer.

3. However, the insurance officer interpreted the report of the employment officer as meaning that the claimant was apparently "selling himself short" (CUBs 831 [L.G. 1952, p. 1374], 992), which had added significance in view of the length of time the claimant had been unemployed.

4. The established jurisprudence is to the effect that a claimant who has a definite engagement to start work at some future date is not held to be not available for work if he is ready and willing to accept short engagements in the meantime (CUBs 1943, 1958). Although the claimant did not have a definite date to return to work, nevertheless he was subsequently recalled to work by his regular employer and the jurisprudence given in CUBs 1943 and 1958 [L.G. 1962, p. 968] might have application in the present case. On the other hand, where a claimant does not intend to work elsewhere during a period of layoff, availability for work is not proven (CUBs 2054, 2160, 2165 [L.G., Aug. 1963, p. 729]). The onus is on the claimant to prove that he is available for work (section 54(2)(a) of the Act).

5. The situation is not too clear and the point at issue appears to be really one of credibility. The claimant was present, with his representative, at the hearing before the board of referees and the majority members of the board were not convinced that the claimant had proved that he was available for work.

The oral hearing before the Umpire was held in Ottawa on June 26.

**Considerations and Conclusions:** I think this is a borderline case and that, in view of the claimant's particular circumstances, he should be given the benefit of the doubt.

As the Chief of the Adjudication Division of the Commission said in his statement of observations, "with his years of employment with [former employer], it is natural that the claimant would want to protect his seniority with that employer," and when, as in this case, the record shows that a claimant is prepared to accept temporary work until he will be recalled by his regular employer, the only question at issue is what might constitute a reasonable period of time before a disqualification can be imposed.

In view of the claimant's nine years of service, I feel that the disqualification that was imposed on the claimant under section 54(2)(a) of the Act was premature.

I consequently decide to allow the union's appeal.

### **Decision CUB 2390, July 24, 1964**

**Summary of the Main Facts:** The claimant filed a renewal application for benefit on December 9, 1963. He stated in the application that he had worked as a brewer at a wage of \$2.50 an hour from November 18, 1963 to December 6, 1963, and that he became separated from this employment

for the following reason: "Laid off temporarily. Shortage of work. Date of recall uncertain. Capable and available for full-time work."

In regard to the item in the application, "Moneys received or to be received following termination," the claimant showed the sum of \$140 as holiday pay.

In the confirmation of separation (form UIC 479) dated December 10, 1963, the employer reported that the claimant was laid off because of lack of work.

On January 8, 1964, the employer wrote to the local office as follows:

One of our employees advises the writer that for the week commencing December 29, 1963 he did not receive any U.I.C. benefits whatsoever. During this week this employee received a total of \$20.64 covering January 1; this being a statutory holiday. Since his allowable earnings would be \$15.00, his excess earnings should be \$6.00. However, on the 489B Form his excess earnings are shown as \$46.00. This, he claims, is a carry-over of the two statutory holidays in the preceding week; namely Christmas and Boxing Day. During Christmas week this employee was on vacation, and as such was paid a total of \$140 for that week.

It is difficult to understand how this \$40 could be construed as earnings for the week commencing December 29.

Our Mr. A— contacted your Mr. M—, who advised us that according to the U.I.C. Act this was the procedure to be followed. However, a ruling from you clarifying this particular situation would be appreciated . . .

The local office replied to the employer on January 9, 1964.

. . . Determination and allocation of earnings in this case, and other employees of yours in the same category, has been made as follows:

Pay for Christmas and Boxing Day are properly allocated to the week in which they occur. The week's holiday pay he received, in addition, is allocated so as to ensure that his earnings in the weeks involved, except the last, are equal to his weekly normal earnings. Thus anything he received in excess of his normal weekly pay is allocated to the following week.

Similarly, if any employees took their holiday week commencing 29 December 1963 and who will also receive pay for New Year's, as the pay received will exceed the normal weekly earnings, any excess will be allocated to the week following . . .

The claimant appealed to a board of referees on January 11 and said:

I notified the U.I.C. that during the week of December 22, 1963 I received \$140 for the week, which included my vacation pay for that week and pay for two holidays which occurred in that week. I have been notified by the U.I.C. that the payment received for the two statutory holidays in that week must be construed as coverage for the week commencing December 29, 1963 . . .

The insurance officer notified the claimant in a letter dated January 15 that he was disqualified and that benefit was suspended for the week December 22 to

December 28, 1963, inclusive, for the reasons that he was in receipt of his normal remuneration for a full working week while his contract of service continued and had, therefore, not proved that he was unemployed, as required by sections 57(1) of the Act and 155(5) and 173(6) and (7) of the Regulations.

It was also stated in the letter that his pay for this week included pay for two statutory holidays (Christmas and Boxing Day) and vacation pay in the amount of three days' pay. On January 15 also, the insurance officer notified the claimant by letter that his earnings were determined to be \$60.64 for the week commencing December 29, 1963, which included two days' vacation pay and \$20.64 pay for one statutory holiday (New Year's)—Regulations 172 and 173 (6) (7).

In a further letter of appeal dated January 27, the claimant stated:

My reason for appeal is that the week commencing 22nd December 1963, I was scheduled for vacation and during this week, I received from [employer] my full vacation pay and also payment for the two statutory holidays (Christmas and Boxing Day) as called for in our collective agreement.

The U.I.C. credited me for this week as payment for 2 statutory holidays (Christmas and Boxing Day) and vacation pay in the amount of 3 days' pay, and carried over into the next week 2 days' vacation pay.

This decision of the U.I.C. excludes me from collecting under the Guaranteed Wage Plan for the week commencing the 29th of December 1963. . . .

The unanimous decision of the board of referees which heard the case on February 6, 1964, reads:

This claimant was separated from his employment on the 6th December 1963 by reason of seasonal layoff, and during this layoff period elected to take his additional one week's holidays to which he was entitled, commencing the week of the 22nd December 1963. For this he received a full week's pay of \$100 plus his daily rate for Christmas and Boxing Day amounting to \$40 in accordance with the union contract. In making his decision, the insurance officer referred to Regulations 173(6) and 173(7) of the Act, which in fact state that pay for a holiday or non-working day shall be allocated to that day or days, as the case may be, and further, that holiday pay, etc., shall be allocated to the number of consecutive weeks that will ensure that the claimant's earnings in each such week shall equal his normal weekly earnings.

The board is of the opinion that a normal week is in the intent of the Regulation a normal working week throughout the year exclusive of any statutory holidays. This is disputed by the claimant's union, which contends that the week in question is normal only if it includes pay for the two statutory holidays. But while this may be correct within the terms of the union contract with the company, it does not follow that such interpretation is within the meaning of the Act. . . .

## FINDINGS

1. The board finds that the claimant has not proven that he was unemployed from the 22nd December 1963 to the 28th December 1963.

2. The board finds that the determination of earnings for the week commencing 29th December 1963 was properly made.

## DECISION

The decision of the insurance officer is affirmed and the appeal disallowed.

The claimant's union appealed to the Umpire. The appeal reads:

. . . the claimant, prior to his lay-off and in accordance with the provision of the collective agreement, was scheduled to be on vacation the week of December 23rd (Monday) to December 27th (Friday), 1963.

The proviso of the collective agreement reads as follows:

### *Section 17—Vacation Benefits*

17.05—As of May 1st in each year employees who have been continuously on the Company's seniority lists for a period of 10 years shall be entitled to one extra week of vacation with full pay, provided that such extra weeks' vacation are taken in the slack periods between September 15th and March 31st.

During the week in question, there were two statutory holidays celebrated, namely, Christmas and Boxing Day and this is covered in section 14.01.

### *14.01—Plant Holidays*

14.01—The Company will observe the following plant holidays:

New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.

If any of the said holidays should fall on a Sunday they will be observed on the following Monday.

14.03—in a calendar week in which one or more plant holidays is observed, the number of days in that week which may be worked at straight time shall be reduced by the number of such holidays.

If the claimant had worked this week, he would have had worked Monday, Tuesday and Friday of that week but would have received payment for 5 days, this would have been in accordance with section 14.03; if he had worked on Christmas Day (Wednesday) and Boxing Day (Thursday) he would have been paid straight time for Monday, Tuesday and Friday and double time for Wednesday and Thursday.

Section 14.05 is the governing clause in this case.

### *Section 14—Plant Holidays*

14.05—When any of these holidays are observed during an employees' vacation he shall receive one day's pay for each of such holidays in addition to his regular vacation payment.

Therefore, the Company, in accordance with the collective agreement, shall, while he was on holidays that week, pay him for the two statutory holidays in addition to his vacation payment as set forth in the collective agreement.

The Court of Referees in their majority report refer to a normal week.



It must be remembered that when the Act was drafted, as is still the case, there are individual plants in Canada that still work a five and half days in a week. In their case a normal week would be five and a half days.

In the fermenting operation of the brewing department their work week is a continuous five-day week commencing on either Monday, Tuesday or Wednesday. In the bottling department, they work five continuous days Monday to Friday. In the maintenance department they work five continuous days commencing on Monday or Tuesday and in the retail store they work any five days in six from Monday to Saturday.

Therefore, under the Act, a normal week must be considered to be normal in the sense of how your work week is governed or scheduled. The word normal is defined in Webster's Dictionary as follows: "according to rule, serving as a standard or model".

The Collective Agreement should then be interpreted by using the dictionary meaning of "normal" as outlined above, that we have in this particular case a normal work week of 44 weeks in a calendar week, and abnormal work week of 8 weeks in which the statutory holidays occur.

The claimant only received what he was entitled to under the collective agreement and in essence it is not payment for days worked but a fringe benefit.

This is outlined in section 14.05, and can only be considered as a fringe benefit and cannot be considered as payment for a day's work.

The company has, in effect, by paying the claimant for Christmas and Boxing Day of that week in accordance with section 14 of the agreement (14.05), simply paid him for the week of vacation and his entitlement as a fringe benefit under the terms of the agreement, as noted above, and not as payment for the two days as worked.

To substantiate my position, I would refer you to section 173(7), which clearly states that pay for non-working days, i.e., statutory holiday pay, "shall be allocated to that day or days, as the case may be."

I respectfully suggest that section 173(6) in concert with 173(7) in essence state that the amount of money earned on Christmas Day

and Boxing Day shall concurrently be applied. Therefore, the union claims that he was fully employed the week of December 23rd and that the insurance officer erred by crediting him with only three days' vacation of the week of December 23 plus the two days' payment for the statutory holiday and transferring the two remaining days of his vacation to the following week as stated in the insurance officer's decision as submitted to the board of referees. . . .

In addition to its appeal, the union requested an oral hearing before the Umpire, which was held in Toronto on June 18.

**Considerations and Conclusions:** The only question at issue in the present case is whether or not the insurance officer was right in allocating two days of the claimant's vacation pay to the week commencing December 29, 1963.

I think that, by using the general term "earnings," the provisions of subsection (6) of Regulation 173 make it sufficiently clear that it is the whole of a claimant's earnings, and not exclusively his "holiday pay," that shall be taken into account in determining the earnings to be allocated to the week or weeks contained wholly or partly in his holiday period. Thus, for a claimant who would work on the first two days of a one-week paid holiday, two days of his holiday pay would be allocated to the week following his holiday period.

In view of the foregoing, I consider that the insurance officer was right in allocating two days of the claimant's vacation pay to the week commencing December 29, 1963.

I consequently decide to confirm the unanimous decision of the board of referees and dismiss the union's appeal.

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## U.S. Finds Young Men Having Employment Problems

Serious unemployment among younger workers in the United States is revealed in the U.S. Labor Department's October statistics. For the first time, the department has included the unemployment rate for men 20 to 24 years old.

The rate for this group, the Department reported, was 9.1 per cent, nearly triple that for men 25 years and older. The seasonally adjusted rate for the whole labour force was 5.2 per cent.

Until recently, the Government's concern has been centred on the difficulties of teenagers, whose rate of unemployment last month was 14.4 per cent, and on those of older unskilled workers. But the new set of statistics shows that young men who are well beyond high school, and are presumably well started in their working careers, are also experiencing acute difficulty in keeping employed.

This 20 to 24 age group is the only important one whose unemployment rate is higher than it was a year ago. In October 1963, it was 8.5 per cent.

## NATIONAL EMPLOYMENT SERVICE

# Monthly Report of Placement Operations of the National Employment Service

*Total of placements in September was higher by 5.7 per cent than total in September last year and, with one exception, was largest number on record for the month in postwar period*

Placements reported by local offices of the National Employment Service during September amounted to 133,300. This was an increase of 5.7 per cent from the same month last year, and, with the exception of September 1962, the largest number on record for this month in the postwar period.

The regional distribution of September placements, with the percentage change from September 1963, was:

Atlantic	10,700	+ 0.3
Quebec	35,100	- 0.9
Ontario	47,700	+ 9.0
Prairie	21,200	+ 1.4
Pacific	18,500	+21.2
CANADA	133,300*	+ 5.7

The increased number of placements reflected, in part, the additional working day in September this year and the late ripening of a number of crops. The latter was particularly marked in the Ontario and Pacific Regions, where there was an active demand for workers in the agricultural and food processing industries.

Although Quebec Region reported a reduction in placements—and was the only Region to do so—this was not necessarily an indication of decreased economic activity. The reduction took place in “transfers-out,” the type of placement involving the movement of workers between local office areas. Actually, there was evidence of a shortage of qualified workers for forestry operations, as persons usually available for such work in September were still employed in agriculture and on continuing major construction projects.

All regions recorded year-to-year increases in placements for the nine months ended in September, for a national total of 906,600 compared with 866,700 in the corresponding period of 1963. This was the second highest total since 1945.

### Placements by Sex

In September, male placements amounted to 90,200, or 3.2 per cent more than in

September 1963. The increase was chiefly in regular placements (those in positions of more than six days' duration and not involving the transfer of workers between local office areas). The increase was chiefly concentrated in the Ontario and Pacific Regions.

Placements of female workers totalled 43,100 in September, or 11.3 per cent above the total in the same month last year. Although the increase was general, it was most pronounced in the Ontario and Pacific Regions, and was chiefly due to additional regular placements.

### Transfers

Placements involving the movement of workers from one local office to another decreased from September of last year both in number and in their proportion of all placements. In all, 13,200 transfers were made compared with 14,900 a year ago and their proportion of all placements also dropped from 11.9 per cent to 9.9 per cent.

Approximately 75 per cent of all transfers in September were of men, and more than half of these were in the Quebec Region, in contrast to the movement of women workers, which was largest in the Ontario Region.

### Vacancies

Employers notified NES local offices of 163,900 job vacancies during September. This increase of 10.5 per cent over the comparable period in 1963 was participated in by all Regions; regional increases ranged from 2.7 per cent for the Quebec Region to 26.8 per cent in the Pacific.

Requests for male workers totalled 108,700, up 9.2 per cent from September 1963; for female workers, 55,200, an increase of 13.1 per cent.

During the nine months ended September 30, a total of 1,156,600 vacancies were notified to the local offices. This was the second highest total for any comparable period since 1947 and represented an increase of 7.8 per cent over the total during the first nine months of 1963.

\* Imbalances in totals are due to rounding.



## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in September

#### Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 242 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 203 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 238 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Defence Construction (1951) Ltd .....	1	\$ 32,000 00
Defence Production .....	96	510,645.00
Post Office .....	6	140,510.00
Public Works .....	3	25,426.50
Royal Canadian Mounted Police .....	1	1,505.75
Transport .....	2	21,291.50

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in September

During September the sum of \$1,355.71 was collected from five contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 52 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in September

### DEPARTMENT OF AGRICULTURE

*Winnipeg Man:* Sucharov Electric Ltd, installation of supplementary greenhouse lighting, Research Station. *Melfort Sask:* Gordon H Brewster Construction Ltd, construction of sewage disposal system, Experimental Farm. *near Plato Sask:* Thompson Construction, construction of Fairview Project. *Beaverlodge Alta:* Midwest Electric Co Ltd, installation of refrigeration & ventilation equipment in growth rooms.

### ATOMIC ENERGY OF CANADA LIMITED

*Chalk River Ont:* Irving-Harding Ltd, repairs to roofs of various bldgs; J G Fitzgerald & Sons Ltd, roof insulation, MP Accelerator Bldg.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Gander Nfld:* Sidney G Burry & Sons Ltd, repairs to canopies at DOT 2/53 Project. *Granby Que:* Finest Painters & Decorators Ltd, painting & caulking of suites & public areas, Place St Francois. *Pierrefonds Que:* Leslie L Solty & Sons Ltd, site renovations & landscaping, Cloverdale Park Project. *Collingwood Ont:* Vroom Construction Ltd, construction of housing units, site works & landscaping (FP 1/63). *Elliot Lake Ont:* Paul Bozich, interior painting of suites, MIF Mississauga Apartment Project. *Ottawa Ont:* O'Leary's (1956) Ltd, asphalt paving & chain link fencing, Strathcona Heights Housing Project. *Sudbury Ont:* I Barriault, exterior painting of housing units, Mortgage Insurance Fund Project. *Timmins Ont:* Roy Construction & Supply Co Ltd, construction of housing units, site works & landscaping (FP 1/63). *Toronto Ont:* Cayer Tree Service, removal of trees, Warden Avenue Housing Project (FP 9/59).

In addition, this Corporation awarded 11 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Abitibi Indian Agency Que:* Charest Construction Co Ltd, construction of water supply & sewage system, Amos IR. *Manitoulin Island Indian Agency Ont:* Albert Sheppard & Sons, reroofing of Kaboni IDS, Manitoulin IR. *Sioux Lookout Indian Agency Ont:* T Zelmer Construction Co Ltd, construction of school, etc, Kasabonika. *Norway House Indian Agency Man:* Gertz Construction Ltd, construction of school & teacher's residence, etc, Cross Lake IRS. *Fils Hills Qu'Appelle Indian Agency Sask:* Fort Plumbing & Heating, revisions to water supply system, Pasqua IDS; G Hahn Contracting Ltd, supply & installation of storm sash & screens, Qu'Appelle IRS. *Pelly Indian Agency Sask:* R B McLeod & Co Ltd, improvements to sewage disposal system, St Philip's IRS. *Shellbrook Indian Agency Sask:* Wm Stoesz, additions & alterations to teacher's residence, Big River IDS. *Edmonton Indian Agency Alta:* George Pollock, construction of road, Wabamun IR. *Hobbema Indian Agency Alta:* Allan L Johnston, gravelling of roads, Samson, Ermineskin, Montana & Louis Bull IRs. *Lesser Slave Lake Indian Agency Alta:* Peter Doyle, construction of house, etc, Sucker Creek IR. *Cowichan Indian Agency B C:* Homewood Roofing & Contracting Ltd, roofing & associated work, Kuper Island IRS. *Kootenay Indian Agency B C:* C Hanemayer Construction Ltd, renovations to basement floor bathroom, Kootenay



IRS. *Queen Charlotte Indian Agency B C*: Houle Electric Ltd, electrical wiring of houses, Masset IR No 1. *Williams Lake Indian Agency B C*: Ocean Park Plumbing & Heating Ltd, supply & installation of dishwashing machine & allied work, Cariboo IRS.

## DEFENCE CONSTRUCTION (1951) LIMITED

*Goose Bay (Labr) Nfld*: Parker Bros (1960) Ltd, interior painting of bldgs, RCAF Station. *Cornwallis N S*: D J Lowe Ltd, renewal of asbestos shingles on Bldgs Nos 8, 10 & 36-3, HMCS Cornwallis. *Halifax N S*: Blunden Supplies Ltd, interior alterations to Bldg No 2, Gorsebrook; Conrad-Rawlingson Ltd, interior painting of bldgs, HMCS Stadacona. *Renous N B*: Forrest Construction Co Ltd, construction of concrete platforms & ramps, RCN Ammunition Depot. *Valcartier Que*: J O Lambert Inc, construction of laboratory bldg, CARDE. *Barriefield Ont*: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, repairs to U/G steam distribution system. *Camp Borden Ont*: L T Bristow Plumbing & Heating Ltd, replacing steam & return lines, RCAF Station; Disher-Farrand Ltd, repair & sealcoating of roads; E S Fox Ltd, improvements to heating system in apartment bldgs. *Cobourg Ont*: Semple-Gooder & Co Ltd, reroofing of Administration Bldg. *Kingston Ont*: John Colford Contracting Co Ltd, gas conversion, including boilers in various bldgs; Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, supply & installation of 100 ampere service in PMQs, Fort Henry Heights. *Leitrim Ont*: P E Brule Co Ltd, construction of fire pumphouse & pond, Ottawa Wireless Station. *Oakville Ont*: Toronto Cleaning Tuckpointing Ltd, exterior refinishing of bldgs, Ortona Barracks. *Petawawa Ont*: Peter E Sylvestre & Sons Ltd, construction of high school extension, Camp; Marentette Bros Ltd, asphalt paving & seal coating, Camp. *Gimli Man*: Malach Roofing & Flooring Ltd, reroofing of bldgs, RCAF Station. *Portage la Prairie Man*: Hay Decorating Co Ltd, interior painting of PMQs. *Shilo Man*: Trion Sheet Metal Ltd, supply & installation of furnaces for PMQs, Camp; Halls Associates (Western) Ltd, reroofing of bldgs, Camp; The Winnipeg Supply & Fuel Co Ltd, supply & installation of boilers, Camp; W & G Ellwood & McRorie Builders Ltd, erection & finishing of parachute storage bldg, Camp. *Winnipeg Man*: Norlen Painting & Decorating Co Ltd, exterior painting of PMQs, Fort Osborne Barracks. *Moose Jaw Sask*: Asphalt Services Ltd, asphaltic apron replacement. *Calgary Alta*: Quigley Decorating Ltd, exterior painting of bldgs, Currie Barracks. *Chilliwack B C*: Scotland & Adamson Paving Ltd, reconstruction of roads & parking areas, Camp. *Esquimalt B C*: Burns & Dutton Construction (1962) Ltd, installation of crane rails, First Graving Dock, HMC Dockyard.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

## DEPARTMENT OF DEFENCE PRODUCTION

*Summerside P E I*: Curran & Briggs Ltd, replacing areas of concrete apron, RCAF Station. *Dartmouth N S*: Central Electric, replacement of lighting fixtures, Bldgs Nos 3 & 3A, RCN Armament Depot. *Greenwood N S*: Municipal Spraying & Contracting Ltd, repairs to asphalt surfaces, RCAF Station; G W Reid Well Drilling Co, inspection & repairs, Nos 2 & 6 deep wells, RCAF Station. *Halifax N S*: Dartmouth Asphalt Co Ltd, enlarging & paving of parking area, PMQs, Windsor Park; Webb Engineering Ltd, renewal of steam & return piping from Bldg No S-8 to Bldgs Nos S-14 & S-3, HMCS Stadacona. *Shearwater N S*: Circle Electric Ltd, provision of power cables & transforming station for helicopter hold down, RCN Air Station; Twin City Steeplejacks & Building Maintenance Co, exterior painting of various bldgs, RCN Air Station. *Camp Gagetown N B*: Leonard Roofers & Metal Workers Ltd, reroofing & replacing of flashing on Bldg No A-10. *Moncton N B*: MacDonald Paving & Construction Ltd, repairs to paved streets, HMCS Coverdale. *Montreal Que*: Pierre L'Heureux & Cie (1963) Ltee, supply & installation of boilers, RCAF Bldg, 160 St Joseph Blvd East. *St Jean Que*: Raymond Lachapelle Ltee, repairs to roof, College Militaire Royal. *Angus Ont*: Bolton Power Line Ltd, replacement of power poles at No 13 "X" Detachment, RCAF. *Armstrong Ont*: Geo E Turner (Paving), road grading, etc, RCAF Station. *Barriefield Ont*: McGinnis & O'Connor Ltd, scarifying & repaving roads, Vimy Camp. *Camp Borden Ont*: Miller Paving Ltd, crack filling of runways 18-36 & 11-29, RCAF Station; Walker Painting & Decorating Co Ltd, exterior painting of temporary bldgs. *Clinton Ont*: Roy I Bean, interior painting of PMQs, RCAF Station. *Cobourg Ont*: Charles Jackson, exterior repairs, etc, Bldg No 13, No 26 COD. *Kingston Ont*: Ball Bros Ltd, repair & modification of windows & frames, Barriefield Camp; Kingston Steeplejack & Building Maintenance, roof repairs & metal flashings on MDPAs, Fort Henry Heights. *North Bay Ont*: Robert's Landscaping, sodding

at RCAF Station. *Oakville Ont*: Frank Ignagni, interior painting of PMQs, Surrey Park. *Ottawa Ont*: National Roofing & Waterproofing Ltd, reroofing of No 208 Workshop. *Pembroke Ont*: Markus & Son Ltd, repointing & repairs, Armoury. *Petawawa Ont*: John Kovacs, interior painting of PMQs, Camp. *Rockcliffe Ont*: National Roofing & Waterproofing Ltd, roof repairs, RCAF Station. *Timmins Ont*: E Minard Co Ltd, roofing repairs, Armoury. *Uplands Ont*: Capital Tile & Flooring Ltd, removing linoleum covering, etc, hangar No 10, RCAF Station. *Gimli Man*: Peter Boorberg Enterprises Ltd, excavation to clean drainage ditch, RCAF Station; Donco Enterprises Ltd, asphalt sealing of joints in concrete tarmac, RCAF Station. *Rivers Man*: Majestic of Canada Building Products, repairs to brick chimneys, etc, CJATC Camp; Zenith Paving Ltd, asphalt paving of parking lots, CJATC Camp. *Winnipeg Man*: E W Radeke Decorating, exterior painting of bldgs, Fort Osborne Barracks; Twin Cities Painting & Building Cleaning Co Ltd, exterior painting of various bldgs, Fort Osborne Barracks. *Lancaster Park Alta*: Melvin P Lick, interior repainting of PMQs, RCAF Station Namao. *Comox B C*: Secord Industrial Installations Ltd, repair & adjustment of main doors, hangar No 7, RCAF Station. *Esquimalt B C*: Farmer Construction Ltd, repairs in P & RT Bldg (Bldg No 88), HMCS Naden.

In addition, this Department awarded 83 contracts containing the General Fair Wages Clause.

### NATIONAL CAPITAL COMMISSION

*Ottawa Ont*: Normand Farquharson, additions & alterations to NCC office bldg, 291 Carling Avenue.

### NATIONAL HARBOURS BOARD

*Vancouver B C*: Northland Machinery Supply Co Ltd, supply & erection of grain dryer unit, Elevator No 1; Seaboard Sheet Metal Ltd, renewal of roofing, sheds Nos 1 & 2, Campbell Avenue Fishermen's Wharf; Vancouver Pile Driving & Contracting Co Ltd, construction of Centennial Pier extension.

### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Ile-aux-Noix Que*: L M L Electric Enrg, installation of submarine cable, Fort Lennox National Historic Park, St Paul. *Elk Island National Park Alta*: G C McLeod & Co Ltd, construction of water & sewer system for recreational & housing areas.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

### POST OFFICE DEPARTMENT

This Department awarded 38 contracts containing the General Fair Wages Clause.

### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Chatham Ont*: Keystone Contractors Ltd, construction of interceptor sewer from Irwin St at the sewage treatment plant to Merritt Ave & King St. *St Thomas Ont*: Clairson Construction Co Ltd, construction of sewage treatment plant extension & inlet sewer in Mill Creek Ravine. *Toronto Township Ont*: Dundas Construction Co Ltd, construction of sanitary collector sewer on easements from Cooksville trunk sewer at King St to the Dundas Highway; Warden Construction Co Ltd, construction of Dixie Road trunk sewer, Dundas Street to Bloor Street.

### DEPARTMENT OF PUBLIC WORKS

*Indian Burying Place Nfld*: Gid Sacrey Ltd, breakwater repairs. *Pouch Cove Nfld*: Kevin Power, slipway repairs. *St John's Nfld*: Decor Ltd, interior alterations, etc, Bldg No 225, Fort Pepperrell. *Savage Cove Nfld*: Gid Sacrey Ltd, construction of community stage. *Baglole's Shore P E I*: Ralph Ford, construction of wharf. *Port Borden P E I*: Morrison & McRae Ltd, paving approach roads to ferry terminal. *Baddeck N S*: L G & M H Smith Ltd, wharf extension. *East Dover N S*: Naugle's Sand & Gravel Co Ltd, wharf repairs. *Livingstone's Cove N S*: Colin R MacDonald Ltd, repairs to approach. *North Ingonish N S*: B & M Comeau Construction Co Ltd, wharf reconstruction. *Port Maitland N S*: Shelburne Contracting Ltd, breakwater repairs. *Three Fathom Harbour N S*: Stanley Reid, construction of armour talus. *Batiscan Que*: Marautier Construction Inc, construction of protection works. *Cacouna Est Que*: Pierre Belzile, wharf improvements. *Cap de la Madeleine (Ste Marthe) Que*: Turnbull Construction Inc, construction of retaining wall. *Champlain Que*: Turnbull Construction Inc, construction of retaining



wall. *Chicoutimi North Que:* Georges Riverin & Fils Enr, construction of protection works (property of J T Simard). *Contrecoeur Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall; Albert Gaudette & Fils, construction of protection work. *Etang des Caps (MI) Que:* Adrien Arseneau, fishing harbour repairs. *Gaspe (Sandy Beach) Que:* Elias Blouin, wharf repairs & improvements. *Grande Vallee Que:* Theodore Pelletier, wharf repairs. *Havre Aubert (MI) Que:* J W Delaney Ltd, repairs to fendering system. *La Guadeloupe Que:* La Guadeloupe Construction Enrg, construction of post office bldg. *Lauzon Que:* Euchariste Cote, construction of fire water line, Champlain Dry Dock. *Magpie Que:* Lang Construction Ltee, wharf reconstruction. *Matane Que:* Fernand McMullen, wharf repairs. *Montreal Que:* Nation-Wide Interior Maintenance Co Ltd, interior cleaning of Place d'Armes Post Office, 155 St James St West. *Quebec Que:* St Romuald Construction Ltd, screenline alterations, etc, Postal Station St Sauveur 68. *St Laurent Que:* Prieur Entreprises Inc, alterations to 1st floor of vault bldg, National Film Board. *St Michel de Bellechasse Que:* Raymond Boucher & Cyprien Lacroix, construction of protection works. *St Omer Que:* J P Boileau, wharf repairs. *Sherbrooke Que:* Royer & Fils Inc, alterations to heating system, federal bldg. *Thurso Que:* J P Richard, repairs to wharf. *Vercheres Que:* Leopold Pigeon, construction of tourist floats. *Burlington Channel Ont:* Canadian Dredge & Dock Co Ltd, reconstruction of easterly end of south pier. *Fort Erie Ont:* Gorham Bros Construction Ltd, painting of federal bldg. *Hamilton Ont:* Jonathan Francis Ltd, cleaning interior, National Revenue Bldg, 150 Main St; Ron Thompson Construction, repairs & repointing, Dominion Public Bldg. *London Ont:* Modern Building Cleaning Service, cleaning, Postal Terminal Bldg. *Ottawa Ont:* Beaver Construction Co, construction of storm sewer (Stage 1), CEF, Beaudoin Construction Ltd, alterations to No 3 Temporary Bldg. *Sandfield Ont:* Donald Eadie, wharf reconstruction. *Toronto Ont:* Ember Electric Ltd, alterations to lighting, 2nd floor, City Delivery Bldg & Postal Station "A"; Allied Building Services (1962) Ltd, interior cleaning, etc, Arthur Meighen Bldg. *Trenton Ont:* Lightfoot Construction Ltd, paving. *Winnipeg Man:* Rowe Bros (Canada) Ltd, alterations to movable metal partitions & related work, first & third floors, MacDonald Bldg, 344 Edmonton St; Allied Building Services (1962) Ltd, interior cleaning, MacDonald Bldg, 344 Edmonton St. *Saskatoon Sask:* Asphalt Services Ltd, asphalt surfacing, etc, parking lot, Research Station, University Sub Post Office. *Tisdale Sask:* Philibert Construction, alterations & additions to federal bldg. *Calgary Alta:* Poole Construction Ltd, alterations to Customs Bldg for National Parks Branch. *Del Bonita Alta:* Lethbridge Excavation & Pipeline Co Ltd, installation of water distribution system to Customs Bldg. *Red Deer Alta:* Oland Construction (1959) Ltd, construction of RCMP administration bldg & garage. *Crofton B C:* The Fraser River Pile Driving Co Ltd, wharf repairs. *Kelsey Bay B C:* D C D Piledriving Co Ltd, float renewal. *Nelson B C:* Louis Maglio, alterations to EMO shelter bldg. *Vancouver B C:* Doyle Construction Co Ltd, additions & alterations to Forest Products Laboratory for Department of Forestry; Arvin Hanna, alterations & redecoration of Alvin Bldg, 1145 Robson St; Cal Van Engineering Ltd, supply & installation of safety controls on boilers, General Post Office; Perma-Pacific Construction Ltd, repairs to coal bunker, federal bldg, Hastings & Granville Sts. *Westview B C:* Quadra Construction Co Ltd, harbour improvements. *Hay River N W T:* J Lefebvre Painting & Interior Dec, painting of housing units; Silisky Construction Ltd, removal & relocation of federal bldg units. *Yellowknife N W T:* Haener-Andersen Ltd, alterations to magistrate's house.

In addition, this Department awarded 63 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*St Lambert & Cote Ste Catherine Que:* Charles Duranceau Ltd, paving & landscaping roadway & parking areas at locks. *Port Colborne Ont:* Walgood Construction Co, construction of bldg, Lock 8, Welland Canal.

#### DEPARTMENT OF TRANSPORT

*Cape Bonavista Nfld:* Benson Builders Ltd, construction of various bldgs, etc. *St John's Nfld:* C H Mercer, cable trenching & backfilling, Airport. *Halifax N S:* Municipal Spraying & Contracting Ltd, repairs to runways, taxiways, etc, International Airport; Stuart Industries Ltd, repairs to drainage system of spectator deck, International Airport. *Western Head N S:* Downie & Hatt, construction of bungalow for light & fog alarm station. *Yarmouth N S:* Aberdeen Paving Ltd, rebuilding of runway 06-24, taxiway & apron, Airport. *Dorval Que:* Noel Romeo Cie Ltee, installation of street lighting along

entrance road, Montreal International Airport; Polar Air Conditioning Co Ltd, improvements to air conditioning of Central Analysis Office, Regional Administration Bldg, Montreal International Airport; Calor Ltd, modifications to heating system, central heating plant, Montreal International Airport. *Matane Que*: Arno Electric Ltd, installation of MI lighting on runway 07-25, Airport. *Mont Joli Que*: Arno Electric Reg'd, installation of MI lighting on parking apron, etc, Airport. *Angus Island Ont*: The Iron Bridge Construction Co Ltd, construction of dwelling & demolition of combined dwelling & light tower. *Kapuskasing Ont*: Mattagami Construction Co Ltd, rehabilitation of water distribution system, Airport. *Kirkfield Ont*: Dominion Bridge Co Ltd, rehabilitation of steel chambers, lift lock. *London Ont*: Canadian Comstock Ltd, installation of entrance road & car park lighting, Airport. *North Bay Ont*: Bedard-Girard Ltd, installation of LI lighting for approaches to runway 36. *Sault Ste Marie Ont*: Conniston Construction Co Ltd, landscaping development of air terminal area, Airport. *Vaughan Township Ont*: Provincial Electric, installation of power to research & development site (Meteorological Station, Highways 7-400). *Calgary Alta*: A E Pollock Nurseries Ltd, seeding areas adjacent to runway 16-34 & taxiway, Municipal Airport. *Edmonton Alta*: Huber Electric Ltd, site improvements to meteorological instrument area, etc, International Airport. *Fort Chipewyan Alta*: Alex Munawych, construction of sewage disposal system & related work. *Grande Prairie Alta*: Northland Utilities Ltd, installation of natural gas mains & related work. *Fort Nelson B C*: Huber Electric Ltd, relocation of meteorological equipment & related work, Airport. *Kamloops B C*: Huber Electric Ltd, installation of approach lighting on runway 08-36, Airport. *Vancouver B C*: Columbia Bitulithic Ltd, application of asphalt overlay on aircraft aprons, International Airport. *Williams Lake B C*: Lake Excavating Ltd, construction of sewage lagoon. *Fort Good Hope N W T*: Poole Construction Ltd, construction of NDB power house, road, etc. *Frobisher Bay N W T*: Nordbec Construction Inc, installation of permanent taxiway lighting, Airport; Nordbec Construction Inc, installation of instrument landing system, etc, Airport. *Norman Wells N W T*: Poole Construction Ltd, installation of utilidor system, etc, to dwelling foundations & related work. *Yellowknife N W T*: D L Guthrie Construction, relocation of meteorological equipment & construction of ceiling balloon inflation shelter, Airport.

In addition, this Department awarded 41 contracts containing the General Fair Wages Clause.

## Annual Earnings in the Scientific and Technical Professions, 1963

Median annual earnings in six major scientific and technical fields rose 14 to 29 per cent in the period 1958-63, the Department of Labour found in its eighth annual survey of the scientific and technical professions. The results of the survey are contained in Professional Manpower Bulletin No. 6 published last month. The findings are based on information supplied by more than 16,000 professionals in these fields.

The survey showed median annual earnings in 1963 to be: agriculture, \$7,600; architecture, \$10,000; engineering, \$9,600; forestry, \$8,200; natural science, \$9,400; and veterinary medicine, \$8,700.

From 1958 to 1963, median annual earnings in agriculture have increased 29 per cent; architecture, 14 per cent; engineering, 20 per cent; forestry, 22 per cent; natural science, 29 per cent; and veterinary medicine, 23 per cent.

The specialties in which median annual earnings were highest were: mining engineering, \$10,700; metallurgical engineering, \$10,200; mathematics and physics, \$10,100; and chemistry, \$10,100.

Median annual earnings in engineering and science ranged from \$5,300 for new graduates to \$12,000 or more for those with 25 or more years experience.

Since 1957, the Department of Labour has been conducting surveys to obtain information on Canada's scientific and technical manpower resources. The mailing list for these surveys is based on names in the Scientific and Technical Personnel Register maintained by the Department. Each survey polls a representative one-third sample of the total Register.



## PRICE INDEX

### Consumer Price Index, October 1964

The consumer price index (1949=100) was unchanged at 135.6 in October but was 1.5 per cent higher than the October 1963 index of 133.6. Decreases in the food and transportation components offset increases in the remaining five main components of the index: housing, clothing, health and personal care, recreation and reading, and tobacco and alcohol.

The food index declined 1.3 per cent to 131.0 from 132.7. Prices were lower for local fresh fruit and vegetables, beef, fresh pork, eggs, sugar, and coffee, but higher for imported fruit and cured pork.

The housing index was 139.2, up 0.2 per cent from 138.9 in September. Increased home-ownership costs moved the shelter component, and in household operation higher prices for coal in a number of cities outweighed lower prices for some household supplies. Mixed and offsetting price movements occurred for home furnishings including furniture, appliances, floor coverings, textiles, and utensils and equipment.

The clothing index was 1.1 per cent higher at 120.7 from 119.4, mainly as a result of higher prices for women's and children's winter coats, and jewellery. Prices for men's wear, women's shoes and cotton piece goods were down slightly.

The transportation index decreased 0.1 per cent to 141.4 from 141.6. Lower gasoline prices in Ontario and Quebec moved the automobile operation component and a slight increase in interurban bus fares was insufficient to move the travel component.

The health and personal care index was 170.4, up 1.6 per cent from its September level of 167.7. The health care component was higher as a result of widespread increases for doctors' and dentists' fees, and scattered increases for optical care and pre-paid medical care. Higher prices for personal supplies moved the personal care component.

The recreation and reading index edged up 0.1 per cent to 151.1 from 150.9 as both the recreation and reading components increased slightly. Higher prices for admission to sporting events, and for radios, phonograph records and bicycles moved the recreation component, and in the reading component, an increase occurred in the price of newspapers.

The tobacco and alcohol index advanced 1.0 per cent to 121.4 from 120.2. Higher cigarette prices in all provinces increased the tobacco index, but some price increases for

liquor in the province of Quebec were not sufficient to move the alcoholic beverages index.

Group indexes in October 1963 were: food 130.4, housing 136.6, clothing 118.3, transportation 141.2, health and personal care 163.8, recreation and reading 150.5 and tobacco and alcohol 118.1.

### City Consumer Price Indexes, Sept. 1964

Between August and September, consumer price indexes (1949=100) decreased in eight of the ten regional cities, increased in one and remained the same in one. Movements in nine cities ranged from an increase of 0.1 per cent in Toronto to a decline of 0.5 per cent in St. John's.

Food indexes declined in nine cities. The decline was greatest in Halifax, 1.9 per cent, and least in Ottawa, 0.3 per cent. There was no change in Toronto.

Indexes for housing rose in eight cities and were unchanged in Montreal and Ottawa. Clothing indexes increased in nine cities but in Vancouver was unchanged. The transportation index increased in seven cities and remained constant in three. There were increases in the health and personal care indexes in eight cities and two remained constant. Indexes for recreation and reading fell in all ten cities but the tobacco and alcohol indexes remained unchanged.

Regional consumer price index point changes between August and September were as follows: St. John's -0.6 to 121.9\*; Halifax -0.4 to 132.4; Montreal -0.3 to 135.2; Saint John -0.2 to 135.3; Winnipeg -0.1 to 132.3; Saskatoon-Regina -0.1 to 130.4; Edmonton-Calgary -0.1 to 128.9; Vancouver -0.1 to 133.1; Toronto +0.1 to 137.5. Ottawa remained unchanged at 136.6.

### Wholesale Price Index, September 1964

Canada's general wholesale index (1935-39=100) eased down 0.2 per cent in September to 244.4 from the August index of 245.0, and was lower by the same amount than the September 1963 index of 245.0. Decreases in two of the eight major group indexes outweighed advances in the remaining six.

The vegetable products group index declined 2.1 per cent in September to 214.6 from 219.2 in August, and the wood products group index moved down 0.4 per cent to 330.4 from 331.6.

The non-ferrous metals products group index rose 2.3 per cent to 209.5 from 204.8.

\*On base June 1951=100.

Advances of 0.2 per cent or less were recorded for the following major group indexes: animal products to 253.7 from 253.2; chemical products to 193.1 from 192.7; non-metallic minerals products to 191.0 from 190.8; textile products to 248.0 from 247.8; and iron products to 257.9 from 257.6.

The index of Canadian farm product prices at terminal markets (1935-39=100) declined 1.1 per cent to 215.4 from 217.9 in the four-week period ended September 25. The animal products index moved down 1.1 per cent to 269.0 from 272.0, and the field products index declined 1.2 per cent to 161.8 from 163.8.

#### U.S. Consumer Price Index, September 1964

The United States consumer price index (1957-59=100) rose 0.2 per cent in September, the normal seasonal rise for the month. The September index stood at 108.4, com-

pared with 108.2 in August and 107.1 in September 1963.

Food prices in September averaged 0.3 per cent higher than in August. The bulk of the increase was in the cost of meat, with nearly all cuts of fresh beef and pork selling at higher prices. Apparel prices rose 0.6 per cent compared with August, and housing costs were up 0.1 per cent.

#### British Index of Retail Prices, August 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 107.8 in mid-August from 107.4 at mid-July. In August 1963 it stood at 103.0.

The rise in the index was due mainly to higher prices for cigarettes and tobacco and seasonal increases in the price of household coal. These were partly offset by lower prices for fresh vegetables and fruit. The food index as a whole fell slightly to 108.7 from 108.9 in July.

## Publications Recently Received in Department of Labour Library

The Publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No.193.

### AUTOMATION

1. INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS. CANADIAN DEPARTMENT OF RESEARCH AND EDUCATION. *Automation in the Pulp and Paper Industry*. Montreal, 1964. Pp. [18], 19, 2.

Because the pulp and paper industry in Canada has been expanding, automation has not caused much unemployment but it has caused displacement of workers. Management has consulted with the union about various technological changes in the industry.

2. INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS. DEPARTMENT OF RESEARCH AND EDUCATION. *Automation, Economic Implications and Impact upon Collective Bargaining*. Fort Edward, N.Y., 1964. Pp. 432.

Partial Contents: Automation; Employment and Productivity Implications. Changes in Job

Classifications, Skills and Wage Payment Systems. Labour Mobility. Profile of Unemployment. Federal and State Legislation to combat Unemployment. Automation in the Pulp and Paper Industry. Automation and Collective Bargaining. Three Experimental Plans.

### BIOGRAPHIES

3. FLEISCHMAN, HARRY. *Norman Thomas, a Biography*. New York, Norton [1964] Pp. 320.

A biography of the distinguished American Socialist.

4. LIVERSEDGE, RONALD. *Recollections of the "On-to-Ottawa" Trek, 1935*. [Lake Cowichan, B.C., The Author, 1963?] Pp. 174.

The author reminisces about his part in the "On-to-Ottawa" trek, organized in Vancouver by the B.C. Relief Camp Workers' Union, that left Vancouver in June 1935 and got as far as Regina before being dispersed by the federal government.

5. RICHARDSON, REED C. *Labor Leader, 1860's*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1955. Pp. 11.

A short biography of William H. Sylvis (1828-1869), one of the founders of the National Union of Iron Molders who served as its first treasurer and as its president from 1863 till 1869 and as president of the National Labor Union, 1868 until his death in 1869.



## Business

6. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Establishing a Business in British Columbia*. 5th ed. [Victoria? Queen's Printer, 1963] Pp. 49.

An outline of government regulations, facilities, and services for prospective investors in businesses in B.C.

7. GREENE, MARK RICHARD. *Insurance and Risk Management for Small Business*. Washington, GPO, 1963. Pp. 74.

The author, Professor of Insurance at the University of Oregon, discusses various kinds of insurance for businessmen.

8. HOAD, WILLIAM MARVIN. *Management Factors contributing to the Success or Failure of New Small Manufacturers* [by] William M. Hoad [and] Peter Rosko. Ann Arbor, Bureau of Business Research, Graduate School of Business Administration, University of Michigan [1964] Pp. 99.

"The research [for this study] was financed by a grant made by the Small Business Administration, United States Government . . ."

Based on a survey of 95 new small manufacturers in Michigan, this study examines the reasons for business success or failure with particular attention paid to the characteristics accompanying business success.

9. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Does Your Firm need its Own Information Service; an Enquiry into the Economic Advantages of an Information Service in Small and Medium-sized Firms*. [Paris, 1962?] Pp. 48.

Describes several methods for determining whether or not a firm needs an information service. "By information service is meant the organized collection and exploitation of information for the benefit of the firm by at least one full-time information worker operating from the firm's own library."

10. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Restaurant*, by Paul Fairbrook. Washington, GPO, 1964. Pp. 116.

Describes the advantages and disadvantages of running a restaurant, the risks involved, the personal characteristics required, and some of the necessary management practices for making the business successful.

## Collective Agreements

11. GOLDBLATT, LOUIS. *Men and Machines; a Photo Story of the Mechanization and Modernization Agreement between the International Longshoremen's & Warehousemen's Union and the Pacific Maritime Association now in Operation in the Ports of California, Oregon and Washington*. Photo Story and Book Design, Otto Hagel. Editor and Text, Louis Goldblatt. Editorial Board and Publishers: International Long-

shoremen's & Warehousemen's Union [and] Pacific Maritime Association. San Francisco, Men and Machines, 1963. Pp. [161].

12. QUINET, FELIX. *Présentation des résultats d'une étude de conventions collectives (couvrant un total de 275,000 travailleurs) en vigueur dans l'industrie manufacturière du Canada (1962); remarques préparées pour le 31e Congrès de l'Acfas, Université Laval, Québec, Novembre 1963*. [Ottawa, Canada Dept. of Labour, Eco- and Research Branch? 1963]. Pp. 12.

English version has title: *Remarks prepared for the 31st Annual Convention of the French Canadian Association for the Advancement of Science (ACFAS), Laval University, Quebec, November 1963; Comments on the Results of a Study of Collective Agreements (covering a total of 275,000 employees) in Force in Canadian Manufacturing Industries 1962*.

## Conferences

13. [INTERNATIONAL CONFERENCE ON SEASONAL ADJUSTMENT ON ELECTRONIC COMPUTERS, PARIS, 1960] *Seasonal Adjustment on Electronic Computers; Report and Proceedings of an International Conference held in November 1960, sponsored by the Organization for European Economic Cooperation in collaboration with the Conference of European Statisticians*. Paris, 1961. Pp. 403.

14. INVITATIONAL CONFERENCE ON TESTING PROBLEMS, NEW YORK, 1963. [*Proceedings*] Princeton, Educational Testing Service, c1964. Pp. 164.

The discussions at this conference dealt with educational tests, including tests in medical education.

## Education, Vocational

15. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Canadian Technical and Vocational Correspondence Courses*. Ottawa, Queen's Printer, 1962. Pp. 44.

16. EMERSON, LYNN ARTHUR. *Industrial Education in a Changing Democratic Society; Selected Papers, 1939-1955*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1955. Pp. 94.

Dr. Emerson is emeritus professor of industrial education at the New York State School of Industrial and Labor Relations at Cornell University. He has frequently served as a consultant to the U.S. government on educational matters. The ten papers in this pamphlet are concerned with vocational education.

17. MILLER, MARILYN VAUGHAN, Ed. *On teaching Adults: an Anthology*. Chicago, Center for the Study of Liberal Education for Adults, 1960. Pp. 98.

The essays in this book are intended for administrators and faculty members of evening colleges and extension divisions since they emphasize how the teaching of adults differs from teaching younger students.

### Employment Management

18. INDUSTRIAL TRAINING COUNCIL. *The Training Specialist in Industry*. London, 1964. Pp. 31.

Examines the qualifications and training required by training specialists in industry.

19. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Retirement Policy and Practices*, by Harland Fox and Miriam C. Kerpen. New York, 1964. Pp. 90.

Based on information supplied by almost 1,000 companies, this report deals primarily with general retirement procedures but gives some attention to disability retirement and to early retirement for reasons other than disability. As well, there are details of ways in which the companies have incorporated into their retirement program two nonpension benefits: the extension of group life insurance and group health insurance after retirement.

20. TRICE, HARRISON MILLER. *The Problem Drinker on the Job*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1959. Pp. 50.

Contains information about the behaviour of the problem-drinking employee. Explains how and why a worker becomes a problem drinker and what some companies have done or can do for him.

21. U.S. BUREAU OF LABOR STANDARDS. *Time off for Voting under State Laws*. 1964 revision. Washington, GPO, 1964. Pp. 21.

22. U.S. BUREAU OF LABOR STATISTICS. *Digest of 50 Selected Health and Insurance Plans for Salaried Employees, Spring 1963*. Washington, GPO, 1964. Pp. 161.

Describes the principal features of 50 selected health and insurance plans.

### Industrial Relations

23. KELLER, LEONARD A. *The Management Function: a Positive Approach to Labor Relations*. Washington, BNA Incorporated, 1963. Pp. 289.

Partial contents: Management Rights. How Contracts Limit the Right to Manage. Plant Practice and Interpretation of the Agreement. Developing Management Policy. The Seniority Principle and the Assignment of Work. Work Scheduling and Overtime. The Transfer of Work out of the Bargaining Unit. Production and Quality Standards. Discipline. Union Representation. The Grievance Procedure and Arbitration.

24. NATIONAL ACADEMY OF ARBITRATORS. *Labor Arbitration and Industrial Change; Proceedings of the Sixteenth Annual Meeting, Chicago, Ill., January 23-25, 1963*. Edited by Mark L. Kahn. Washington, BNA Inc., 1963. Pp. 374.

Some of the topics discussed were seniority rights, grievance procedures, and automation and job evaluation techniques. Includes an address by the Hon. W. Willard Wirtz, U.S. Secretary of Labor: The Challenge to Free Collective Bargaining.

### Labour Organization

25. BOARMAN, PATRICK MADIGAN. *Union Monopolies and Antitrust Restraints*. Washington, Labor Policy Association, 1963. Pp. 203.

The author argues that antitrust legislation should be applied to American trade unions to reduce "the monopoly powers of unions."

26. BRECY, ROBERT. *Le mouvement syndical en France, 1871-1921; essai bibliographique*. Paris, Mouton, 1963. Pp. 217.

### Labour Supply

27. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment and Manpower Utilization in New Brunswick, 1950 to 1960; a Joint Study prepared by the Federal and New Brunswick Departments of Labour*. Ottawa, 1963. Pp. 202.

"This study has been concerned with the problem of seasonal unemployment in the context of over-all employment and unemployment in New Brunswick during the period 1950 to 1960."

28. FULMER, JOHN LEONARD. *Research Design to Forecast Demand for New Types of Technicians in an Industry*, by John L. Fulmer, Robert E. Green, and Paul B. Han. *Research Report submitted to Director, Office of Manpower, Automation and Training, U.S. Dept. of Labor. Contract no. MDTA 19-63*. Atlanta, Georgia Institute of Technology, Engineering Experiment Station, 1964. Pp. 86.

The research in this study is based on a survey of the Georgia textile industry in 1962 and in 1963. "This report presents a research design to detect, define, and estimate demand for new technicians in an industry for any given area. While the illustrations are drawn from the textile industry, the main procedures are equally applicable to any industry."

29. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. STATISTICS DIVISION. *Manpower Statistics, 1950-1962*. Paris, 1963. Pp. 139.

Title in French: *Statistiques de main-d'œuvre*.

Covers the member countries of OECD and Japan.



30. STURMTHAL, ADOLF FOX. *Current Manpower Problems, an Introductory Survey*, by Adolf Sturmthal, with the assistance of Walter H. Franke. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1964. Pp. 103.

An assessment of some of the problems and research results arising from studies of manpower policies in the U.S.

31. U.S. BUREAU OF LABOR STATISTICS. *Scientific and Technical Personnel in Industry, 1961*. Prepared for the National Science Foundation. Washington, GPO, 1964. Pp. 84.

### Labouring Classes

32. BROWN, ERNEST HENRY PHELPS. *The Economics of Labor*. New Haven, Yale University Press, 1962. Pp. 278.

Contents: The Economist's Study of Labor. The Status of the Worker. The Quality of the Labor Force. The Deployment of the Labor Force. The Fixing of Rates of Pay: Conventional and Market Forces. The Fixing of Rates of Pay: Collective Bargaining and Public Regulation. The General Level of Real Pay.

33. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Multiple Jobholdings in Canada, 1960-61; a Joint Study by the Dominion Bureau of Statistics and the Department of Labour*. Ottawa, Queen's Printer, 1964. Pp. 16.

Provides answers to such questions as: How much multiple jobholding or "moonlighting" is there in Canada? In which areas is it most prevalent? What are the personal characteristics of multiple jobholders?

34. CRONON, EDMUND DAVID, Ed. *Labor and the New Deal*. Chicago, Rand McNally, 1963. Pp. 60.

Presents excerpts from contemporary sources which show the development of the Roosevelt Administration's collective bargaining policy in the 1930's.

35. FERGUSSON, CHARLES BRUCE. *The Labour Movement in Nova Scotia before Confederation*. Halifax, Public Archives of Nova Scotia, 1964. Pp. 36.

A brief look at the working class in Nova Scotia between 1749 and 1866.

36. INTERNATIONAL LABOUR ORGANIZATION. *International Standards and Guiding Principles, 1958-1961*. Geneva, International Labour Office, 1961 [i.e. 1962] Pp. 64.

Contains excerpts from ILO recommendations, resolutions, declarations, etc. pertaining to relations between employers and workers.

37. LAMBERT, RICHARD DAVID. *Workers, Factories, and Social Change in India*. Princeton, Princeton University Press, 1963. Pp. 247.

This is a study of the workers in five privately-owned factories in the city of Poona, India. The book tells something about the social characteristics of the workers, how they get their jobs in the factories, the internal structure of the workforce in the factories, and the place of the workers in the factory hierarchy. This study analyzes economic aspects of scientific research and examines the problems of government policy regarding scientific research and development.

38. U.S. BUREAU OF LABOR STATISTICS. *Labor in Peru*. Washington, GPO, 1964. Pp. 65.

39. U.S. BUREAU OF LABOR STATISTICS. *Labor in the Sudan*. Washington, 1961. Pp. 26.

### Science

40. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Science, Economic Growth and Government Policy*. Paris, 1963. Pp. 98.

41. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. DIRECTORATE FOR SCIENTIFIC AFFAIRS. *Proposed Standard Practice for Surveys of Research and Development; the Measurement of Scientific and Technical Activities*. [3rd revision. Paris, 1964?] Pp. 60.

### Supervision

42. STRAUSS, GEORGE. *Some Notes on Power-Equalization*. Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 41-84.

"Power equalization" is defined as "a reduction in the power and status differential between supervisors and subordinates." The pamphlet contains an analysis of "power equalization."

43. VAN DERSAL, WILLIAM RICHARD. *The Successful Supervisor in Government and Business*. [1st ed.] New York, Harper, 1962. Pp. 192.

Partial Contents: Basic Principles of Supervision. Some Techniques in supervision. Participation. Something about Motivation. Training. Communications. Solving Problem Cases.

### Unemployment

44. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *Two Top Priority Programs to Reduce Unemployment: Lift Wage Rates to Expand Consumption and to Catch up with Productivity Gains [and] Launch a Much Larger Housing Program to Help Counteract the Elimination of Jobs Caused by Technology and Automation*. Washington, 1963. Pp. 72.

45. LEVITAN, SAR A. *Federal Aid to Depressed Areas; an Evaluation of the Area Redevelopment Administration*. Baltimore, Johns Hopkins Press, 1964. Pp. 268.

"... Examines the various components of the area redevelopment program, describes its operations ... and evaluates the activities of the Area Redevelopment Administration during its first two years." The Area Redevelopment Act of 1961 provides long-term, low-interest loans to new businesses to locate in depressed areas; gives financial help to communities to develop public facilities needed to attract business; helps to provide training programs for the unemployed and underemployed; and provides assistance to help communities develop programs which will stimulate their economic growth.

46. LEVITAN, SAR A. *Federal Manpower Policies and Programs to Combat Unemployment*. Kalamazoo, Mich., Upjohn Institute for Employment Research, 1964. Pp. 41.

Describes major federal manpower programs for training and educating the unemployed in the U.S. and thus reducing unemployment.

47. WEDDERBURN, DOROTHY. *White-Collar Redundancy, a Case Study*. Cambridge [Eng.] University Press, 1964. Pp. 56.

This is a study of some workers employed by a company manufacturing missiles who lost their jobs when the Government cancelled a defence contract with their employer.

### Vocational Guidance

48. GIROD, ROGER. *Milieu social et orientation de la carrière des adolescents*, par Roger Girod en collaboration avec Jean-Frédéric Rouiller. Genève, Centre de recherches de la Faculté des sciences économiques et sociales de l'Université de Genève, Section de sociologie, 1961-1963. 3 volumes.

Part 2: "... [préparé] avec le concours de Michel Flegenheimer."

Contents: pt. 1. Les trois dernières années de scolarité obligatoire (de 12 à 15 ans). pt. 2. Après le terme de la scolarité obligatoire: apprentissage, travail immédiat, études (de 15 à 17 ans). pt. 3. Projets et attitudes à 15 ans.

A study of the influence of their social environment on the career plans of a group of young people in Switzerland.

49. NATIONAL VOCATIONAL GUIDANCE ASSOCIATION. *Man in a World at Work*. Edited by Henry Borow. Boston Houghton Mifflin, 1964. Pp. 606.

Presents "current thinking on the nature of vocational guidance, the meaning of the human work experience, the relationship of the individual to the labor force, and research and practice in vocational guidance." This book commemorates the 50th anniversary of the founding of the National Vocational Guidance Association.

### Wages and Hours

50. LANHAM, ELIZABETH. *Administration of Wages and Salaries*. New York, Harper & Row, 1963. Pp. 491.

Partial Contents: Organization for Wage and Salary Administration. Fundamentals of Job Evaluation. The Rank and Grade Methods of Job Rating. The Point and Factor-Comparison Methods of Job Rating. The Wage Survey. Wage Incentive Plans. Profit Sharing. Stock Ownership, and Fringe Benefit Plans for Non-supervisory Employees. Managerial Compensation.

51. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Machinery Manufacturing, March-May 1963*. Washington, GPO, 1964. Pp. 27.

### Women—Employment

52. INSTITUTE OF PERSONNEL MANAGEMENT. *Status and Pay of Women Supervisory Staff (on the Factory Floor)*. London, 1961. Pp. [37].

Contains information in tabular form about women supervisors in 18 British firms. For each company information is given concerning the type of company, the number of women in each supervisory grade, duties and responsibilities of the supervisor, weekly pay rate, privileges of the position, and promotion prospects.

53. U.S. WOMEN'S BUREAU. *Negro Women Workers in 1960*. Washington, GPO, 1964. Pp. 55.

"Examines the economic status of Negro women workers in 1960, and tells which industries employ Negro women, the occupations they hold, in what States they work, what their personal and family characteristics are, how much they earn, and how many have jobs or are unemployed."

54. WOMEN'S EMPLOYMENT FEDERATION. *Women want to work; Some Notes on Prospects, Training and Finding Work for the Older Woman with a Good Educational Background*. London, 1964. Pp. 44.

### Miscellaneous

55. *Build a Merchant Marine Now! A Maritime Program for Canada*. Proposed by the National Metal Trades Federation, C.N.T.U., the Marine Workers Federation, C.L.C., the Shipyard General Workers Federation of British Columbia, C.L.C. [Montreal? 1964?] Pp. 67, 45.

English and French, the latter inverted and with special title page.

56. CANADA. CIVIL SERVICE COMMISSION. MANAGEMENT ANALYSIS DIVISION. *Guide on the Use of Work Sampling*. Ottawa, 1963. Pp. [25].

57. CONFERENCE OF EUROPEAN STATISTICIANS. *Automatic Editing of Individual Statistical Observations*. New York, United Nations, 1963. [i.e. 1964] Pp. 55 [6].



58. DUNAYEVSKAYA, RAYA. *Marxism and Freedom; from 1776 until Today*. With a preface by Herbert Marcuse. [2d ed.] New York, Twayne Publishers, 1964. Pp. 384.

Contains a series of essays exploring Marxism.

59. NEILD, R. R. *Pricing and Employment in the Trade Cycle; a Study of British Manufacturing Industry, 1950-61*. Cambridge [Eng.] University Press, 1963. Pp. 73.

A study of "the relationship between changes in wages, output per man and prices [and] the relationship between changes in output, employment and output per man."

60. NOLAN, JOHN ROBERT WALTER. *Federal Industrial Laws*. 3rd ed. of 'Nolan

and Cohen' by C. P. Mills. Sydney, Butterworth, 1963. Pp. 499.

Deals with conciliation and arbitration legislation in Australia in force at the end of 1962 and considers labour cases based on this legislation.

61. UNITED NATIONS. SECRETARY-GENERAL, 1961- (THANT). *Towards a New Trade Policy for Development; Report . . . of the United Nations Conference on Trade and Development*. New York, United Nations, 1964. Pp. 125.

Presents a number of problems which faced the United Nations Conference on Trade and Development which was convened earlier in 1964 and suggests some measures to assist Governments in considering ways of dealing with them.

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In "Origins of Modern Wage Theories," published by Prentice-Hall, Inc., Prof. N. Arnold Tolles of Cornell University recounts, in non-technical language, how the questions about wage have changed in the United States in this century and how the changing wage theories have depended upon the major events of American social history.

The book gives an original and balanced treatment of events and ideas that have enriched, rather than destroyed, the once-accepted wage theories of the 19th century. The book ranges from problems of the early immigrant labourers to the postwar problems of inflation and wage control.

The movement of theory is traced from classical and Marxian reasoning about the over-all wage share of the national product, to the institutional, bargaining power and Keynesian theories of the present time. Prof. Tolles explores also the general growth of useful theories that arose from the conflicts between old and new facts and old and new doctrines.

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In a short volume of some 200 pages, Prof. Tolles has traced the impact on wage theory of 10 of the major changes of wage facts and wage doctrines that have appeared during the 20th century. The book includes a comprehensive bibliography of 32 pages.

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The extent to which workers have won social benefits going beyond U.S. federal legislation is described in a new book, *Fringe Benefits: Wages or Social Obligation?* by Mrs. Donna Allen, who taught in the New York State School of Industrial and Labor Relations. The book is published by the Industrial and Labor Relations School at Cornell University.

Mrs. Allen discusses the growth of fringe benefit programs in American industry spurred by labour unions. She covers current conceptions of "wages" and "non-wages" and contends that satisfactory definitions are not now in common use.

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## A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDING OCTOBER 17, 1964

(estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,962	622	1,938	2,546	1,210	646
Men.....	4,967	460	1,415	1,767	865	460
Women.....	1,995	162	523	779	345	186
14-19 years.....	664	70	202	212	126	54
20-24 years.....	910	97	301	291	148	73
25-44 years.....	3,070	250	870	1,148	514	288
45-64 years.....	2,096	185	519	805	376	211
65 years and over.....	222	20	46	90	46	20
Employed.....	6,704	587	1,840	2,472	1,187	618
Men.....	4,769	430	1,335	1,712	850	442
Women.....	1,935	157	505	760	337	176
Agriculture.....	635	45	100	163	304	23
Non-agriculture.....	6,069	542	1,740	2,309	883	595
Paid Workers.....	5,558	495	1,582	2,130	813	538
Men.....	3,837	356	1,120	1,439	540	382
Women.....	1,721	139	462	691	273	156
Unemployed.....	258	35	98	74	23	28
Men.....	198	30	80	55	15	18
Women.....	60	*	18	19	*	10
Persons not in the Labour Force.....	5,871	668	1,762	1,933	958	550
Men.....	1,404	183	410	440	229	142
Women.....	4,467	485	1,352	1,493	729	408

\* Less than 10,000.



**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
OCTOBER 17, 1964, CANADA**

(estimates in thousands)

SOURCE: Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	12,833	2,039	3,722	969	3,812	922	1,369
Labour Force.....	6,962	664	3,600	826	1,018	632	222
Employed.....	6,704	606	3,500	769	1,000	614	215
Unemployed.....	258	58	100	57	18	18	*
Not in the labour force.....	5,871	1,375	122	143	2,794	290	1,147
Participation rate <sup>(2)</sup>							
1964, October 17.....	54.3	32.6	96.7	85.2	26.7	68.5	16.2
September 19.....	54.4	32.9	96.8	86.6	26.7	68.8	16.2
Unemployed rate <sup>(3)</sup>							
1964, October 17.....	3.7	8.7	2.8	6.9	1.8	2.8	*
September 19.....	3.1	7.9	2.0	6.2	1.8	2.5	*

<sup>(1)</sup> Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The Labour Force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

\* Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED OCTOBER 17, 1964**

(estimates in thousands)

SOURCE: Labour Force Survey

	October 1964	September 1964	October 1963
Total Unemployed.....	258	218	265
On temporary layoff up to 30 days.....	13	10	12
Without work and seeking work.....	245	208	253
Seeking full-time work.....	230	195	240
Seeking part-time work.....	15	13	13
Seeking under 1 month.....	110	78	96
Seeking 1-3 months.....	75	65	84
Seeking 4-6 months.....	26	27	30
Seeking more than 6 months.....	34	38	43

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1959—Total .....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total .....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total .....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total .....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total .....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September.....	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	.....
November.....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December.....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February.....	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March.....	48.8	529.8	165.4	.....	.....	.....	.....	.....	.....	1,839.5
April.....	47.3	532.6	170.6	.....	.....	.....	.....	.....	.....	1,870.5
May.....	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June.....	51.4	558.2	179.9	.....	.....	.....	.....	.....	.....	1,995.5
July*.....	52.5	546.3	182.8	.....	.....	.....	.....	.....	.....	1,982.1
August†.....	50.5	566.7	188.3	.....	.....	.....	.....	.....	.....	2,016.7

#### Seasonally Adjusted

1959—Total .....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total .....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total .....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total .....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total .....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September.....	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November.....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December.....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February.....	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March.....	50.1	540.0	173.5	.....	.....	.....	.....	.....	.....	1,906.5
April.....	49.0	535.1	175.1	.....	.....	.....	.....	.....	.....	1,913.1
May.....	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June.....	50.3	543.2	175.1	.....	.....	.....	.....	.....	.....	1,927.5
July*.....	50.8	546.1	175.9	.....	.....	.....	.....	.....	.....	1,949.3
August†.....	49.4	557.5	179.8	.....	.....	.....	.....	.....	.....	1,968.9

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at July 1964 employers in the principal non-agricultural industries reported a total employment of 3,197,482. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE. *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>[1]</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
<b>1963—</b>						
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September...	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
<b>1964—</b>						
January.....	123.3	198.1	85.10	117.0	202.0	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	86.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June*.....	133.4	201.6	86.62	124.2	204.1	89.73
July†.....	133.7	201.9	86.75	122.6	202.7	89.12

<sup>[1]</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963
				\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	161.4	157.4	155.4	78.48	77.51	75.77
Prince Edward Island.....	145.1	145.9	153.5	63.15	60.95	58.76
Nova Scotia.....	102.2	100.2	99.6	71.05	70.38	68.68
New Brunswick.....	115.0	114.5	109.8	71.76	69.42	68.15
Quebec.....	134.3	133.5	128.4	84.74	84.40	80.73
Ontario.....	133.5	135.6	127.3	90.01	90.21	86.54
Manitoba.....	120.8	119.2	118.0	79.43	78.81	78.31
Saskatchewan.....	140.7	139.1	136.3	82.15	81.29	79.81
Alberta (including Northwest Territories).....	175.4	172.1	168.0	86.48	86.47	83.77
British Columbia (including Yukon).....	131.7	126.5	124.1	94.34	94.43	91.23
<b>Canada</b> .....	<b>133.7</b>	<b>133.4</b>	<b>127.8</b>	<b>86.75</b>	<b>86.62</b>	<b>83.35</b>
<b>Urban areas</b>						
St. John's.....	158.2	155.3	154.2	66.35	65.93	64.78
Sydney.....	79.1	80.6	82.9	87.90	85.12	84.81
Halifax.....	128.0	125.8	124.7	73.11	72.97	70.99
Moncton.....	112.6	110.5	107.0	68.81	68.11	64.80
Saint John.....	104.6	106.2	107.0	71.20	72.95	68.68
Chicoutimi—Jonquiere.....	123.5	121.1	114.6	104.64	104.58	100.46
Quebec.....	131.5	131.4	130.6	74.77	74.29	72.78
Sherbrooke.....	119.4	117.6	114.2	74.38	73.92	69.90
Shawinigan.....	108.0	108.1	106.4	89.26	93.83	92.86
Three Rivers.....	128.9	130.5	121.1	80.18	79.43	75.64
Drummondville.....	96.3	96.6	87.4	68.39	70.70	67.19
Montreal.....	136.6	136.9	130.6	86.38	86.05	82.44
Ottawa—Hull.....	144.6	144.5	141.2	80.91	80.83	77.48
Kingston.....	142.6	139.5	129.3	87.06	87.88	83.32
Peterborough.....	110.1	109.4	102.5	94.43	94.46	92.70
Oshawa.....	147.6	225.9	141.7	102.49	106.61	98.16
Toronto.....	149.4	151.0	142.2	91.35	90.88	87.61
Hamilton.....	127.0	127.8	119.1	95.67	95.47	92.48
St. Catharines.....	125.0	124.0	107.0	101.34	100.52	95.52
Niagara Falls.....	117.7	115.8	111.2	83.67	83.88	77.65
Brantford.....	94.4	95.0	89.3	83.19	83.24	80.83
Guelph.....	134.0	131.4	129.8	79.78	81.66	76.16
Galt.....	133.5	133.8	122.8	75.66	77.44	74.78
Kitchener.....	148.3	149.6	142.0	81.72	81.72	77.78
Sudbury.....	136.5	136.1	126.6	97.59	95.92	95.28
Timmins.....	89.4	88.2	90.4	77.59	77.34	75.61
London.....	150.1	152.8	144.1	84.39	84.51	79.91
Sarnia.....	137.5	138.0	135.8	109.80	108.79	109.16
Windsor.....	76.6	86.8	65.4	102.25	101.10	92.09
Sault Ste. Marie.....	165.4	160.3	157.9	107.32	106.62	106.38
Fort William—Port Arthur.....	121.9	118.4	115.3	86.78	87.97	83.77
Winnipeg.....	120.8	120.5	116.5	76.57	76.04	74.62
Regina.....	160.5	160.1	153.4	80.51	80.06	78.29
Saskatoon.....	160.5	159.5	153.6	76.47	76.21	73.64
Edmonton.....	221.1	221.6	212.2	80.93	81.35	79.33
Calgary.....	196.6	191.8	186.8	86.46	86.26	83.55
Vancouver.....	130.0	128.4	121.7	92.08	92.54	89.30
Victoria.....	124.5	123.8	121.8	83.01	83.37	83.81



# TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963
				\$	\$	\$
<b>Mining</b> .....	120.8	119.7	118.0	106.27	105.18	102.25
Metal mining.....	136.0	135.2	130.6	106.05	105.39	103.47
Gold.....	65.1	65.4	67.4	86.55	86.37	83.73
Other metal.....	201.9	200.0	189.4	111.89	111.17	110.00
Fuels.....	84.6	82.5	83.0	114.11	111.46	108.29
Coal.....	37.8	37.9	38.7	88.46	83.91	82.09
Oil and natural gas.....	274.1	263.6	264.0	128.48	127.53	123.94
Non-metal.....	158.9	159.0	163.9	94.78	94.70	88.91
<b>Manufacturing</b> .....	122.6	124.2	116.9	89.12	89.73	85.30
Durable goods.....	127.6	131.7	119.9	96.24	96.98	91.89
Non-durable goods.....	118.3	117.8	114.5	82.71	82.95	79.52
Food and beverages.....	128.5	124.7	125.5	77.87	78.25	73.92
Meat products.....	141.1	140.3	138.9	87.23	88.21	85.44
Canned and preserved fruits and vegetables.....	154.9	114.8	153.9	62.34	65.37	57.34
Grain mill products.....	100.3	99.7	94.9	87.14	86.75	83.66
Bread and other bakery products.....	115.1	115.5	115.1	76.91	77.19	72.83
Distilled and malt liquors.....	100.2	99.4	98.6	111.16	110.38	106.87
Tobacco and tobacco products.....	82.9	83.5	80.0	91.98	91.30	90.12
Rubber products.....	118.1	118.8	111.1	91.04	92.79	87.78
Leather products.....	90.0	89.9	87.9	59.90	59.42	56.80
Boots and shoes (except rubber).....	93.5	93.2	93.9	58.17	57.28	55.33
Other leather products.....	83.7	84.0	77.1	63.39	63.71	60.05
Textile products (except clothing).....	89.9	91.2	84.6	70.80	72.16	67.09
Cotton yarn and broad woven goods.....	76.5	77.7	73.5	67.03	70.47	62.87
Woollen goods.....	67.9	68.3	65.0	64.31	65.67	62.76
Synthetic textiles and silk.....	110.6	111.2	98.1	78.53	78.79	73.84
Clothing (textile and fur).....	98.1	99.8	93.7	55.34	54.63	53.12
Men's clothing.....	102.7	105.0	97.7	53.77	53.70	51.41
Women's clothing.....	107.4	108.1	99.9	56.96	54.55	55.28
Knit goods.....	77.3	78.2	74.8	55.48	55.39	52.52
Wood products.....	120.4	117.3	117.4	76.45	76.31	73.63
Saw and planing mills.....	125.8	120.5	123.0	78.60	78.48	75.53
Furniture.....	124.6	125.7	120.7	74.01	73.77	71.55
Other wood products.....	84.7	84.8	82.5	67.12	67.92	65.16
Paper products.....	136.8	134.4	131.8	104.68	105.06	101.30
Pulp and paper mills.....	138.7	134.6	133.3	112.22	112.83	108.51
Other paper products.....	132.2	133.7	128.4	85.71	86.30	83.36
Printing, publishing and allied industries.....	123.9	126.4	126.4	96.79	97.15	92.88
Iron and steel products.....	123.5	124.2	116.5	101.27	101.82	97.60
Agricultural implements.....	73.7	74.3	69.9	109.22	111.24	103.07
Fabricated and structural steel.....	153.5	160.8	149.5	103.63	105.09	100.17
Hardware and tools.....	127.7	130.2	116.3	87.62	88.47	85.09
Heating and cooking appliances.....	110.8	107.8	104.6	87.55	87.65	84.48
Iron castings.....	108.4	109.8	102.1	96.63	97.02	92.62
Machinery, industrial.....	147.2	147.6	137.4	98.10	99.41	92.46
Primary iron and steel.....	148.3	147.5	134.9	113.10	113.57	112.87
Sheet metal products.....	124.3	126.0	122.9	99.63	99.60	95.93
Wire and wire products.....	128.7	129.8	117.1	101.06	101.56	96.40
Transportation equipment.....	111.7	130.1	96.5	105.71	106.43	98.41
Aircraft and parts.....	257.3	259.4	223.4	107.73	108.16	100.69
Motor vehicles.....	78.6	147.1	63.0	124.25	123.21	124.38
Motor vehicle parts and accessories.....	149.7	154.5	111.5	109.07	101.48	93.14
Railroad and rolling stock equipment.....	61.1	59.6	54.2	92.59	93.69	87.53
Shipbuilding and repairing.....	142.1	147.8	146.6	96.71	95.75	92.50
Non-ferrous metal products.....	136.2	136.5	130.3	99.36	99.09	98.05
Aluminum products.....	149.8	151.8	148.3	95.00	94.43	94.79
Brass and copper products.....	119.1	120.3	111.6	94.27	95.36	93.76
Smelting and refining.....	150.0	148.3	142.6	109.02	108.80	107.65
Electrical apparatus and supplies.....	159.5	161.3	154.9	94.98	95.88	90.83
Heavy electrical machinery.....	121.6	120.2	116.6	102.60	103.90	98.68
Telecommunication equipment.....	272.6	278.9	279.9	92.27	90.62	87.00
Non-metallic mineral products.....	165.1	167.5	160.1	95.69	94.73	91.14
Clay products.....	94.9	96.8	90.3	84.23	85.20	81.53
Glass and glass products.....	181.4	187.4	181.2	88.25	89.21	85.43
Products of petroleum and coal.....	149.4	147.4	145.4	130.11	129.55	125.69
Petroleum refining and products.....	152.4	150.2	147.4	131.12	130.64	126.88
Chemical products.....	141.6	141.9	138.3	104.18	105.04	101.28
Medicinal and pharmaceutical preparations.....	127.5	129.7	125.5	93.33	93.29	90.39
Acids, alkalis and salts.....	162.8	161.4	165.5	115.92	118.72	112.46
Other chemical products.....	139.9	140.3	135.1	103.31	103.91	100.47
Miscellaneous manufacturing industries.....	164.5	164.4	152.3	77.99	78.62	74.96
<b>Construction</b> .....	144.4	139.5	138.8	96.01	93.98	91.43
Building and general engineering.....	141.6	135.4	135.8	102.61	99.75	97.73
Highways, bridges and streets.....	148.9	146.2	143.8	85.66	85.14	81.64
<b>Electric and motor transportation</b> .....	150.7	152.3	146.2	92.15	92.78	87.85
<b>Service</b> .....	193.0	190.6	176.6	61.04	60.71	58.34
Hotels and restaurants.....	168.5	165.5	154.6	46.31	45.84	44.54
Laundries and dry cleaning plants.....	160.3	161.9	141.3	53.54	53.93	51.61
<b>Industrial composite</b> .....	133.7	133.4	127.8	86.75	86.62	83.35

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963
				\$	\$	\$
Newfoundland.....	42.0	42.4	41.2	1.62	1.55	1.54
Nova Scotia.....	41.4	41.5	41.2	1.74	1.72	1.65
New Brunswick.....	42.9	41.7	42.0	1.69	1.68	1.60
Quebec.....	41.7	41.6	41.3	1.81	1.83	1.75
Ontario.....	41.1	41.5	40.9	2.11	2.13	2.02
Manitoba.....	40.6	40.4	40.2	1.83	1.83	1.82
Saskatchewan.....	38.9	40.1	39.2	2.08	2.09	2.03
Alberta (includes Northwest Territories).....	39.9	40.0	39.5	2.06	2.08	2.02
British Columbia (includes Yukon Territory).....	37.3	38.1	37.7	2.48	2.45	2.36

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

## TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	122.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.92	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.91	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June*.....	41.2	2.02	83.22	199.4	146.4
July†.....	40.9	2.01	82.10	196.7	144.5

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.



**TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY**

(Hourly-Rated Wage Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963
				\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.6</b>	<b>42.3</b>	<b>42.4</b>	<b>2.31</b>	<b>2.30</b>	<b>2.21</b>	<b>98.28</b>	<b>97.04</b>	<b>94.91</b>
Metal mining.....	42.0	42.2	42.1	2.39	2.37	2.33	100.11	99.95	98.00
Gold.....	42.9	43.2	43.0	1.87	1.86	1.80	80.33	80.16	77.63
Other metal.....	41.6	41.8	41.8	2.57	2.55	2.52	106.94	106.49	105.44
Fuels.....	44.1	41.9	42.7	2.20	2.18	2.09	97.15	91.53	89.43
Coal.....	45.4	42.9	43.9	1.92	1.91	1.83	87.16	81.74	80.42
Oil and natural gas.....	42.1	40.4	40.8	2.68	2.67	2.55	112.63	107.86	104.05
Non metal.....	42.4	43.1	43.2	2.09	2.10	2.05	90.73	90.78	88.50
<b>Manufacturing</b> .....	<b>40.9</b>	<b>41.2</b>	<b>40.7</b>	<b>2.01</b>	<b>2.02</b>	<b>1.93</b>	<b>82.10</b>	<b>83.22</b>	<b>78.38</b>
Durable goods.....	41.3	41.9	41.2	2.18	2.19	2.08	99.90	91.58	85.86
Non-durable goods.....	40.6	40.6	40.2	1.84	1.85	1.78	74.81	75.00	71.69
Food and beverages.....	41.5	41.1	40.9	1.71	1.74	1.64	71.16	71.42	67.02
Meat products.....	41.1	41.6	41.3	2.00	2.01	1.98	82.44	83.74	81.80
Canned and preserved fruits and vegetables.....	42.4	39.0	39.1	1.31	1.47	1.27	55.71	57.44	49.69
Grain mill products.....	43.4	42.2	42.4	1.92	1.95	1.86	83.38	82.11	78.93
Bread and other bakery products.....	41.7	42.0	41.7	1.73	1.73	1.63	72.24	72.48	68.21
Distilled liquors.....	41.7	41.7	40.1	2.36	2.36	2.29	98.55	98.29	91.85
Malt liquors.....	40.4	39.5	40.6	2.54	2.53	2.43	102.37	100.17	98.88
Tobacco and tobacco products.....	38.0	38.1	38.6	2.26	2.25	2.18	86.00	85.79	84.25
Rubber products.....	41.0	42.0	40.9	2.05	2.06	1.99	84.25	86.55	81.52
Leather products.....	39.5	39.0	39.3	1.39	1.39	1.31	54.88	54.22	51.62
Boots and shoes (except rubber).....	39.3	38.6	39.9	1.36	1.35	1.28	53.37	52.15	50.88
Other leather products.....	29.8	40.0	38.0	1.46	1.46	1.40	58.00	58.47	53.30
Textile products (except clothing).....	41.6	42.3	41.2	1.54	1.55	1.46	64.14	65.48	60.03
Cotton yarn and broad woven goods.....	40.2	41.8	39.5	1.58	1.59	1.47	63.36	66.58	59.15
Woollen goods.....	42.1	42.9	41.9	1.39	1.40	1.35	58.63	60.25	56.62
Synthetic textiles and silk.....	42.7	42.8	42.0	1.66	1.66	1.57	70.72	70.96	65.86
Clothing (textile and fur).....	37.7	37.5	37.4	1.39	1.31	1.25	49.14	48.99	46.89
Men's clothing.....	36.3	34.8	35.9	1.43	1.42	1.38	51.84	49.39	49.56
Women's clothing.....	41.6	41.3	40.7	1.22	1.21	1.17	50.78	50.08	47.65
*Wood products.....	40.8	41.2	41.1	1.73	1.76	1.71	72.62	72.72	70.31
Saw and planing mills.....	39.9	40.7	40.4	1.91	1.88	1.82	76.07	76.51	73.36
Furniture.....	42.3	41.9	42.6	1.60	1.60	1.56	67.77	67.18	66.22
Other wood products.....	42.5	42.6	42.2	1.45	1.47	1.42	61.71	62.72	59.79
Paper products.....	42.0	42.1	41.8	2.27	2.36	2.29	99.45	99.61	95.82
Pulp and paper mills.....	42.1	42.2	41.7	2.54	2.54	2.46	106.86	107.12	102.80
Other paper products.....	41.6	42.0	42.0	1.89	1.99	1.82	73.59	79.49	76.47
Printing, publishing and allied industries.....	39.1	39.1	38.3	2.45	2.47	2.40	95.83	96.66	91.94
*Iron and steel products.....	41.6	42.0	41.4	2.32	2.32	2.25	96.26	97.18	93.12
Agricultural implements.....	41.4	42.7	41.0	2.45	2.47	2.34	101.93	105.46	96.12
Fabricated and structural steel.....	42.2	43.0	41.5	2.24	2.27	2.21	94.76	97.32	91.85
Hardware and tools.....	42.5	43.2	42.7	1.92	1.91	1.87	81.57	82.35	79.94
Heating and cooking appliances.....	41.0	41.0	40.2	1.96	1.99	1.89	80.30	81.41	76.01
Iron castings.....	41.8	42.2	41.8	2.24	2.23	2.13	93.50	94.31	88.87
Machinery, industrial.....	42.7	43.3	41.5	2.18	2.19	2.10	93.16	94.80	87.43
Primary iron and steel.....	40.3	40.6	41.1	2.69	2.69	2.67	108.44	108.89	109.73
Sheet metal products.....	41.7	42.1	41.8	2.27	2.25	2.17	94.56	94.85	90.71
Wire and wire products.....	42.5	42.8	41.8	2.27	2.27	2.18	96.55	97.07	91.16
*Transportation equipment.....	41.2	42.2	40.6	2.37	2.40	2.23	97.38	101.18	90.66
Aircraft and parts.....	41.5	41.8	40.6	2.36	2.36	2.23	97.93	98.57	90.58
Motor vehicles.....	40.9	44.2	43.8	2.68	2.67	2.57	109.69	117.87	112.43
Motor vehicle parts and accessories.....	41.0	41.6	40.3	2.44	2.33	2.13	100.08	96.72	85.97
Railroad and rolling stock equipment.....	40.9	41.4	39.5	2.22	2.23	2.17	90.97	92.27	85.77
Shipbuilding and repairing.....	41.3	40.9	40.3	2.30	2.30	2.26	95.17	94.18	91.07
*Non-ferrous metal products.....	40.6	40.9	41.0	2.29	2.27	2.24	93.02	92.68	91.83
Aluminium products.....	41.1	41.4	41.8	2.04	2.02	2.02	83.73	83.65	84.43
Brass and copper products.....	41.4	41.5	42.2	2.15	2.16	2.12	88.99	89.58	89.37
Smelting and refining.....	40.1	40.5	40.5	2.56	2.53	2.50	102.70	102.43	101.26
*Electrical apparatus and supplies.....	40.7	41.5	40.6	2.04	2.03	1.95	83.19	84.40	79.10
Heavy electrical machinery and equipment.....	41.1	42.1	41.0	2.30	2.27	2.18	94.72	95.30	89.31
Telecommunication equipment.....	39.8	39.6	40.1	1.83	1.80	1.73	73.02	71.30	69.45
Refrigerators, vacuum cleaners and appliances.....	39.3	40.6	40.6	2.08	2.09	2.02	81.94	84.94	82.47
Wire and cable.....	43.3	45.3	43.2	2.28	2.30	2.21	98.49	104.42	95.19
Miscellaneous electrical products.....	40.9	42.0	39.9	1.92	1.93	1.84	78.77	80.90	72.58
*Non-metallic mineral products.....	43.9	43.5	43.4	2.05	2.05	1.97	90.12	89.14	85.59
Clay products.....	42.3	43.3	41.9	1.84	1.83	1.79	77.84	79.32	74.96
Glass and glass products.....	40.7	40.9	40.4	2.03	2.06	1.98	82.66	84.12	80.06
Products of petroleum and coal.....	42.2	41.5	42.0	2.86	2.85	2.72	120.87	117.52	114.27
Petroleum refining and products.....	42.3	41.5	42.0	2.90	2.87	2.76	122.48	119.14	115.83
Chemical products.....	40.7	41.4	40.8	2.24	2.24	2.18	91.17	92.58	89.10
Medicinal and pharmaceutical preparations.....	39.7	40.0	39.7	1.75	1.74	1.70	69.42	69.71	67.56
Acids, alkalis and salts.....	40.2	41.8	40.3	2.58	2.58	2.52	103.64	107.96	101.28
Miscellaneous manufacturing industries.....	40.8	41.1	41.0	1.64	1.66	1.59	66.96	68.15	65.27
Professional and scientific equipment.....	40.1	40.9	40.0	1.95	1.96	1.96	78.23	90.08	78.22
<b>Construction</b> .....	<b>42.4</b>	<b>41.3</b>	<b>42.4</b>	<b>2.22</b>	<b>2.20</b>	<b>2.11</b>	<b>93.91</b>	<b>90.95</b>	<b>89.51</b>
Building and general engineering.....	41.3	39.9	41.3	2.43	2.43	2.30	100.44	96.83	95.20
Highways, bridges and streets.....	44.2	43.7	44.4	1.85	1.85	1.78	82.06	80.74	79.16
<b>Electric and motor transportation</b> .....	<b>43.6</b>	<b>41.9</b>	<b>43.9</b>	<b>2.08</b>	<b>2.06</b>	<b>2.02</b>	<b>90.72</b>	<b>92.63</b>	<b>88.94</b>
<b>Service</b> .....	<b>37.7</b>	<b>27.1</b>	<b>38.4</b>	<b>1.19</b>	<b>1.19</b>	<b>1.12</b>	<b>41.69</b>	<b>41.24</b>	<b>43.14</b>
Hotels and restaurants.....	37.5	36.8	38.4	1.14	1.15	1.08	42.93	42.19	41.49
Laundries and dry cleaning plants.....	40.1	39.9	40.2	1.13	1.15	1.08	45.47	45.80	43.36

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 923, October issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
October 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
October 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
October 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
October 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724r	109,554r	307,278r
September 1964 <sup>(1)</sup> .....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964 <sup>(1)</sup> .....	29,159	19,727	48,886	203,318	110,623	313,941

<sup>(1)</sup>Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

r Revised.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, SEPTEMBER 1963—SEPTEMBER 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—September.....	208,088	93,497	99,517	48,816	87,392	38,693
1963—October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,757
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	73,405	31,264
June.....	234,674	109,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,555	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September <sup>(1)</sup> .....	209,609	107,109	108,719	55,219	90,230	43,051

<sup>(1)</sup>Preliminary.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING SEPTEMBER, 1964<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from September 1963
<b>Agriculture, Fishing, Trapping.....</b>	<b>20,016</b>	<b>6,441</b>	<b>26,457</b>	<b>— 116</b>
<b>Forestry.....</b>	<b>2,985</b>	<b>33</b>	<b>3,018</b>	<b>— 657</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>856</b>	<b>84</b>	<b>940</b>	<b>— 4</b>
Metal Mining.....	461	25	486	— 29
Fuels.....	140	27	167	— 62
Non-Metal Mining.....	73	3	76	+ 13
Quarrying, Clay and Sand Pits.....	129	3	132	+ 68
Prospecting.....	53	26	79	+ 6
<b>Manufacturing.....</b>	<b>20,827</b>	<b>12,652</b>	<b>33,479</b>	<b>+ 4,334</b>
Foods and Beverages.....	4,243	5,445	9,688	+ 1,294
Tobacco and Tobacco Products.....	14	37	51	+ 10
Rubber Products.....	173	113	286	+ 53
Leather Products.....	327	307	634	+ 6
Textile Products (except clothing).....	781	450	1,231	+ 191
Clothing (textile and fur).....	551	1,680	2,231	+ 21
Wood Products.....	2,494	259	2,753	+ 190
Paper Products.....	1,338	405	1,743	+ 171
Printing, Publishing and Allied Industries.....	864	709	1,573	+ 179
Iron and Steel Products.....	3,336	511	3,847	+ 586
Transportation Equipment.....	2,736	425	3,161	+ 591
Non-Ferrous Metal Products.....	581	232	813	+ 29
Electrical Apparatus and Supplies.....	739	906	1,645	+ 374
Non-Metallic Mineral Products.....	968	99	1,067	+ 237
Products of Petroleum and Coal.....	62	15	77	+ 17
Chemical Products.....	729	398	1,127	+ 267
Miscellaneous Manufacturing Industries.....	891	661	1,552	+ 176
<b>Construction.....</b>	<b>14,698</b>	<b>241</b>	<b>14,939</b>	<b>+ 442</b>
General Contractors.....	9,737	153	9,890	+ 305
Special Trade Contractors.....	4,961	88	5,049	+ 137
<b>Transportation, Storage and Communication.....</b>	<b>6,937</b>	<b>378</b>	<b>7,315</b>	<b>+ 750</b>
Transportation.....	6,292	172	6,464	+ 857
Storage.....	499	77	576	+ 144
Communication.....	146	129	275	+ 37
<b>Public Utility Operation.....</b>	<b>375</b>	<b>45</b>	<b>420</b>	<b>— 21</b>
<b>Trade.....</b>	<b>11,295</b>	<b>6,448</b>	<b>17,743</b>	<b>+ 1,006</b>
Wholesale.....	4,606	1,578	6,184	— 144
Retail.....	6,689	4,870	11,559	+ 1,150
<b>Finance, Insurance and Real Estate.....</b>	<b>562</b>	<b>1,154</b>	<b>1,716</b>	<b>+ 214</b>
<b>Service.....</b>	<b>11,679</b>	<b>15,575</b>	<b>27,254</b>	<b>+ 1,248</b>
Community or Public Service.....	1,090	1,791	2,881	+ 480
Government Service.....	2,347	1,085	3,432	+ 401
Recreation Service.....	1,696	336	2,032	— 309
Business Service.....	1,650	1,033	2,683	— 409
Personal Service.....	4,896	11,325	16,221	+ 1,085
<b>GRAND TOTAL.....</b>	<b>90,230</b>	<b>43,051</b>	<b>133,281</b>	<b>+ 7,196</b>

<sup>(1)</sup>Preliminary.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,  
AS AT SEPTEMBER 30, 1964<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	7,043	1,954	8,997
Clerical Workers.....	14,954	43,940	58,894
Sales Workers.....	6,259	12,587	18,846
Personal & Domestic Service Workers.....	24,874	18,401	43,275
Seamen.....	627	10	637
Agriculture, Fishing, Forestry (Ex. log.).....	3,727	203	3,930
Skilled and Semi-Skilled Workers.....	63,166	11,355	74,521
Food and kindred products (incl. tobacco).....	743	272	1,015
Textiles, clothing, etc.....	1,084	6,293	7,377
Lumber and lumber products.....	4,187	118	4,305
Pulp, paper (incl. printing).....	1,000	346	1,346
Leather and leather products.....	733	846	1,579
Stone, clay & glass products.....	179	24	203
Metalworking.....	7,202	670	7,872
Electrical.....	1,469	684	2,153
Transportation equipment.....	422	92	514
Mining.....	726	1	727
Construction.....	13,716	1	13,717
Transportation (except seamen).....	11,610	80	11,690
Communications & public utility.....	315	—	315
Trade and service.....	2,941	1,095	4,036
Other skilled and semi-skilled.....	11,746	640	12,386
Foremen.....	1,378	183	1,561
Apprentices.....	3,715	10	3,725
Unskilled Workers.....	53,338	16,457	69,795
Food and tobacco.....	1,576	2,971	4,547
Lumber & lumber products.....	4,898	296	5,194
Metalworking.....	2,635	440	3,075
Construction.....	22,606	—	22,606
Other unskilled workers.....	21,623	12,750	34,373
GRAND TOTAL.....	173,988	104,907	278,895

<sup>(1)</sup>Preliminary.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT SEPTEMBER 30, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) Sept. 30, 1964	Previous Year Sept. 30, 1963		(a) Sept. 30, 1964	Previous Year Sept. 30, 1963
<b>Newfoundland</b> .....	<b>6,979</b>	<b>6,257</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	1,637	1,058	Sherbrooke.....	3,162	2,807
Grand Falls.....	603	512	Sorel.....	1,311	1,032
St. John's.....	4,739	4,687	Thetford Mines.....	1,264	974
<b>Prince Edward Island</b> .....	<b>875</b>	<b>1,016</b>	Trois-Rivières.....	2,548	2,872
Charlottetown.....	529	559	Val d'Or.....	844	1,041
Summerside.....	346	457	Valleyfield.....	1,104	1,336
<b>Nova Scotia</b> .....	<b>11,208</b>	<b>11,034</b>	Victoriaville.....	1,216	1,044
Amherst.....	295	381	Ville St. Georges.....	1,168	1,007
Bridgewater.....	420	472	<b>Ontario</b> .....	<b>92,472</b>	<b>94,876</b>
Halifax.....	4,249	3,879	Araprior.....	223	178
Inverness.....	105	181	Barrie.....	820	858
Kentville.....	768	602	Belleville.....	945	1,036
Liverpool.....	197	188	Bracebridge.....	293	249
New Glasgow.....	809	1,172	Brampton.....	800	911
Springhill.....	298	401	Brantford.....	1,423	1,427
Sydney.....	2,477	2,116	Brockville.....	282	263
Sydney Mines.....	550	547	Carleton Place.....	127	170
Truro.....	541	616	Chatham.....	731	765
Yarmouth.....	499	479	Cobourg.....	543	490
<b>New Brunswick</b> .....	<b>8,953</b>	<b>9,808</b>	Collingwood.....	313	384
Bathurst.....	845	878	Cornwall.....	1,487	1,439
Campbellton.....	847	768	Elliot Lake.....	233	257
Edmundston.....	329	358	Fort Erie.....	268	351
Fredericton.....	853	1,086	Fort Francis.....	194	158
Minto.....	130	163	Fort William.....	1,061	993
Moncton <sup>(2)</sup> .....	1,900	2,487	Galt.....	983	688
Newcastle.....	758	771	Gananoque.....	138	123
Saint John.....	2,117	2,296	Goderich.....	202	154
St. Stephen.....	805	600	Guelph.....	753	685
Sussex.....	176	192	Hamilton.....	7,182	7,982
Woodstock.....	193	209	Hawkesbury.....	363	355
<b>Quebec</b> .....	<b>91,334</b>	<b>95,799</b>	Kapuskasasing.....	337	484
Alma.....	1,038	1,354	Kenora.....	400	266
Asbestos.....	274	249	Kingston.....	1,406	1,328
Baie Comeau.....	567	316	Kirkland Lake.....	430	384
Beauharnois.....	591	640	Kitchener.....	1,238	1,305
Buckingham.....	437	474	Learnington.....	187	176
Causapscal.....	489	505	Lindsay.....	512	468
Chandler.....	658	750	Listowel.....	93	177
Chicoutimi.....	1,494	1,729	London.....	2,548	2,758
Cowansville.....	216	181	Long Branch.....	2,795	2,449
Dolbeau.....	611	735	Midland.....	326	324
Drummondville.....	1,059	1,263	Napanea.....	145	217
Farnham.....	224	295	New Liskeard.....	200	190
Forestville.....	163	166	Newmarket.....	603	566
Gaspé.....	458	461	Niagara Falls.....	578	892
Granby.....	1,224	1,170	North Bay.....	704	679
Hull.....	2,014	1,891	Oakville.....	418	584
Joliette.....	1,989	2,100	Orillia.....	451	493
Jonquière.....	1,797	2,143	Oshawa.....	5,792	6,725
Lachute.....	345	379	Ottawa.....	4,332	4,368
Lac-Mégantic.....	447	366	Owen Sound.....	425	586
La Malbaie.....	500	304	Parry Sound.....	158	203
La Tuque.....	436	631	Pembroke.....	885	851
Lévis.....	1,907	1,790	Perth.....	226	262
Louiseville.....	503	494	Peterborough.....	1,588	1,630
Magog.....	333	290	Pictou.....	120	92
Maniwaki.....	270	297	Port Arthur.....	1,118	1,148
Matane.....	386	500	Port Colborne.....	304	587
Mont-Laurier.....	415	377	Prescott.....	301	308
Montmagny.....	642	614	Renfrew.....	287	217
Montréal.....	36,399	39,268	St. Catharines.....	2,118	2,053
New Richmond.....	426	542	St. Thomas.....	368	508
Port Alfred.....	364	566	Sarnia.....	1,481	1,392
Québec.....	7,833	7,817	Sault Ste. Marie.....	1,169	1,563
Rimouski.....	914	984	Simcoe.....	638	444
Rivière du Loup.....	881	918	Smiths Falls.....	244	223
Roberval.....	885	763	Stratford.....	365	269
Rouyn.....	1,027	1,364	Sturgeon Falls.....	300	406
Ste. Agathe des Monts.....	360	358	Sudbury.....	1,939	2,524
Ste. Anne de Bellevue.....	588	481	Tillsonburg.....	312	374
Ste. Thérèse.....	1,291	1,268	Timmins.....	882	897
St. Hyacinthe.....	910	984	Toronto.....	25,864	24,322
St. Jean.....	1,256	1,264	Trenton.....	355	428
St. Jérôme.....	1,060	1,173	Walkerton.....	271	269
Sept-Îles.....	568	965	Wallaceburg.....	115	284
Shawinigan.....	2,418	2,516	Welland.....	1,348	1,201
			Weston.....	2,104	2,144
			Windsor.....	3,974	4,458
			Woodstock.....	354	484

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS.  
AT SEPTEMBER 30, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) Sept. 30, 1964	Previous Year Sept. 30, 1963		(a) Sept. 30, 1964	Previous Year Sept. 30, 1963
<b>Manitoba</b> .....	<b>11,377</b>	<b>10,335</b>	<b>British Columbia</b> .....	<b>34,267</b>	<b>35,410</b>
Brandon.....	678	765	Chilliwack.....	611	654
Dauphin.....	396	313	Courtenay.....	418	536
Flin Flon.....	134	93	Cranbrook.....	373	343
Portage la Prairie.....	250	356	Dawson Creek.....	442	781
The Pas.....	169	161	Duncan.....	324	418
Winnipeg.....	9,741	8,647	Kamloops.....	1,233	651
<b>Saskatchewan</b> .....	<b>5,971</b>	<b>5,775</b>	Kelowna.....	435	393
Estevan.....	91	72	Mission City.....	426	522
Lloydminster.....	75	87	Nanaimo.....	531	699
Moose Jaw.....	516	501	Nelson.....	391	319
North Battleford.....	322	258	New Westminster.....	4,410	5,560
Prince Albert.....	761	744	Penticton.....	521	434
Regina.....	1,791	1,702	Port Alberni.....	478	514
Saskatoon.....	1,797	1,703	Prince George.....	1,127	1,214
Swift Current.....	206	199	Prince Rupert.....	750	680
Weyburn.....	81	79	Quesnel.....	491	455
Yorkton.....	331	430	Trail.....	478	440
<b>Alberta</b> .....	<b>15,459</b>	<b>16,645</b>	Vancouver.....	17,057	17,301
Blairmore.....	113	181	Vernon.....	556	488
Calgary.....	5,814	6,440	Victoria.....	3,063	2,579
Drumheller.....	156	197	Whitehorse.....	152	207
Edmonton.....	6,521	7,056	<b>CANADA</b> .....	<b>278,895</b>	<b>286,955</b>
Edson.....	193	153			
Grande Prairie.....	417	451	Males.....	173,988	187,793
Lethbridge.....	857	836			
Medicine Hat.....	674	696	Females.....	104,907	99,162
Red Deer.....	714	635			

(a) Preliminary subject to revision.

(a) Includes 229 registrations reported by the Magdalen Islands local office.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 927, October issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

*SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1964—July.....	4,358,000	4,152,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700
March.....	4,348,000	3,750,700	597,300
February.....	4,339,000	3,731,900	607,100
January.....	4,334,000	3,735,400	598,600
1963—December.....	4,326,000	3,793,700	532,300
November.....	4,192,000	3,888,600	303,400
October.....	4,125,000	3,006,100	218,900
September.....	4,122,000	3,935,700	186,300
August.....	4,132,000	2,939,500	192,500
July.....	4,086,000	3,867,000	219,000

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
AUGUST 31, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	July 31, 1964	Aug. 30, 1963
Canada.....	182,029	72,850	56,142	31,243	21,794	205,326	192,511
Male.....	111,497	49,357	32,487	17,635	12,018	127,243	123,058
Female.....	70,532	23,493	23,655	13,608	9,776	78,083	69,453
Newfoundland.....	4,298	1,600	1,207	902	589	4,687	4,676
Male.....	3,388	1,302	929	696	461	3,764	3,701
Female.....	910	298	278	206	128	923	975
Prince Edward Island.....	676	220	302	99	55	766	757
Male.....	467	182	227	25	33	531	481
Female.....	209	38	75	74	22	235	276
Nova Scotia.....	9,192	3,228	2,931	1,893	1,140	9,227	8,918
Male.....	6,726	2,514	2,116	1,363	733	6,619	6,475
Female.....	2,466	714	815	530	407	2,608	2,443
New Brunswick.....	6,874	2,242	2,325	1,707	600	8,054	7,566
Male.....	4,488	1,557	1,367	1,247	317	5,401	5,359
Female.....	2,386	685	958	460	283	2,653	2,207
Quebec.....	57,826	23,863	17,836	9,646	6,481	64,252	60,778
Male.....	37,710	17,225	10,987	5,683	3,815	41,346	40,146
Female.....	20,116	6,638	6,849	3,963	2,666	22,096	20,632
Ontario.....	65,573	27,733	21,159	9,416	7,265	80,062	69,404
Male.....	37,424	17,572	11,474	4,553	3,825	47,751	42,688
Female.....	28,149	10,161	9,685	4,863	3,440	32,311	26,716
Manitoba.....	6,942	2,097	1,969	1,545	1,331	6,628	6,486
Male.....	3,923	1,396	1,029	803	695	3,628	3,565
Female.....	3,019	701	940	472	636	3,000	2,921
Saskatchewan.....	3,486	1,157	971	686	672	3,401	3,465
Male.....	1,568	567	444	257	300	1,643	1,759
Female.....	1,918	590	527	429	372	1,758	1,706
Alberta.....	8,915	3,349	2,419	1,913	1,234	9,334	9,177
Male.....	5,213	2,150	1,285	1,099	679	5,561	5,722
Female.....	3,702	1,199	1,134	814	555	3,773	3,455
British Columbia.....	18,247	7,361	5,023	3,436	2,427	18,915	21,284
Male.....	10,590	4,892	2,629	1,909	1,160	10,999	13,162
Female.....	7,657	2,469	2,394	1,527	1,267	7,916	8,122

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE  
AUGUST 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,246	865	381	1,248	750	498	710
Prince Edward Island.....	224	134	90	252	175	77	80
Nova Scotia.....	3,164	1,910	1,254	3,085	2,194	891	1,187
New Brunswick.....	2,505	1,630	875	2,776	1,850	926	971
Quebec.....	26,587	15,917	10,670	28,659	20,365	8,294	11,092
Ontario.....	30,463	20,273	10,190	38,986	28,639	10,347	11,203
Manitoba.....	2,202	1,623	579	2,115	1,352	763	816
Saskatchewan.....	1,232	892	340	1,182	715	467	462
Alberta.....	3,386	2,256	1,130	3,231	2,047	1,184	1,444
British Columbia (incl. Yukon Terri- tory).....	8,007	4,958	3,049	7,917	5,077	2,840	2,879
Total, Canada, August 1964.....	79,016	50,458	28,558	89,451	63,164	26,287	30,844
Total, Canada, July 1964.....	108,939	70,922	38,017	102,495	73,854	28,641	41,279
Total, Canada, August 1963.....	86,162	52,942	33,220	99,105	71,595	27,510	28,410

\*In addition, revised claims received numbered 25,753.

†In addition, 25,176 revised claims were disposed of. Of these, 2,351 were special requests not granted and 1,409 appeals by claimants. There were 7,400 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, AUGUST 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	13.020	283.520
Prince Edward Island.....	2.251	46.952
Nova Scotia.....	25.694	569.608
New Brunswick.....	22.732	497.601
Quebec.....	176.645	4,175.753
Ontario.....	206.569	4,970.220
Manitoba.....	22.076	507.366
Saskatchewan.....	10.239	231.987
Alberta.....	24.602	611.774
British Columbia (including Yukon Territory).....	53.965	1,303.778
Total, Canada, August 1964.....	557.793	13,198.559
Total, Canada, July 1964.....	595.007	14,085.931
Total, Canada, August 1963.....	596.026	14,007.035

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

### TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.3	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

### TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1964

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Sept. 1963	Aug. 1964	Sept. 1964							
St. John's Nfld. <sup>(1)</sup> .....	120.2	122.5	121.9	118.2	116.2	114.8	121.3	164.1	147.3	114.3
Halifax.....	131.6	132.8	132.4	128.0	133.7	129.1	135.4	167.4	169.0	124.6
Saint John.....	133.5	135.5	135.3	133.9	133.5	127.4	141.5	187.2	154.0	124.5
Montreal.....	133.6	135.5	135.2	138.9	135.6	111.3	157.9	175.1	150.9	123.7
Ottawa.....	134.6	136.6	136.6	135.6	137.3	124.0	156.3	173.2	147.6	125.3
Toronto.....	135.0	137.4	137.5	132.8	140.8	125.5	140.4	165.1	186.9	123.2
Winnipeg.....	130.9	132.4	132.3	132.1	128.6	125.6	134.5	182.7	141.4	127.2
Saskatoon-Regina.....	129.1	130.5	130.4	131.6	128.4	132.4	133.8	148.2	145.7	119.9
Edmonton-Calgary.....	127.7	129.0	128.9	127.0	127.1	128.4	128.9	170.1	143.7	119.6
Vancouver.....	132.2	133.2	133.1	132.0	135.7	122.1	139.6	155.4	148.9	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

<sup>(1)</sup> St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1048.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	265	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963: September.....	31	64	9,643	87,760	0.08
October.....	51	83	26,625	143,980	0.12
November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964: January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,000	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—
Mines.....	3	2,299	15,300
Manufacturing.....	40	5,499	84,920
Construction.....	8	291	610
Transpn. & utilities.....	4	212	1,100
Trade.....	6	188	380
Finance.....	—	—	—
Service.....	2	550	1,700
Public administration.....	—	—	—
All industries.....	63	9,039	104,010

**TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island....	—	—	—
Nova Scotia.....	1	135	140
New Brunswick.....	—	—	—
Quebec.....	12	2,101	36,380
Ontario.....	34	3,654	47,440
Manitoba.....	1	1,875	9,380
Saskatchewan.....	4	607	2,570
Alberta.....	1	20	240
British Columbia.....	8	528	7,230
Federal.....	2	119	630
All jurisdictions.....	63	9,039	104,010

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
SEPTEMBER 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept.	Accu- mulated		
<b>MINES</b>						
<i>Metal</i> Anaconda Company, Britannia Beach, B.C.	Mine, Mill and Smelter Workers Loc. 663 (Ind.)	289	5,780	10,550	Aug. 11 Sep. 26	Wages, hours~Mine and mill closed.
International Nickel, Thompson, Man.	Steelworkers Loc. 6166 (AFL-CIO/CLC)	1,875 (60)	9,380	37,510	Aug. 11 Sep. 9	Wages~5% increase 1st.-yr., 3% 2nd.-yr.. 3½% 3rd.-yr.; other improved benefits.
<i>Mineral Fuels</i> Bras D'Or Coal, Broughton, N.S.	Mine Workers Loc. 9938 (Ind.)	135	140	140	Sep. 16 Sep. 17	Dismissal of one employee for alleged incompetency~ Dismissed employee re-em- ployed with no compensa- tion for time lost.
<b>MANUFACTURING</b>						
<i>Rubber</i> National Rubber and Pneuco Machinery Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	197	590	590	Sep. 28 .....	Wages, hours, union security, irrevocable check-off~
<i>Leather</i> G. A. Boulet Ltee., St-Tite, Que.	CNTU	123	860	1,840	Aug. 20 Sep. 11	Union recognition~Tempor- ary injunction issued.
<i>Clothing</i> A. Cohen Co., St-Gabriel de Brandon, Que.	Amalgamated Clothing Workers Loc. 764 (AFL-CIO/CLC)	150	1,950	1,950	Sep. 14 .....	Refusal to work under new manager~
Warner Bros., Quebec, Que.	Clothing Workers' Federation (CNTU)	155	620	620	Sep. 16 Sep. 22	Wages, hours~Wage in- creases, reduction in hours from 42½ to 40 hours per wk.
<i>Paper</i> Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,200	17,000	June 1 .....	Wages~
Appleford Paper Products, Hamilton, Ont.	Printing Pressmen Loc. 540 (AFL-CIO/CLC)	200	840	2,930	Aug. 18 Sep. 8	Wages~6¢ an hr. increase Sep. 1, 1964, 6¢ Oct. 1, 1965 plus 3½¢ in fringe benefits Sep. 1, 1964.
<i>Printing and Publishing</i> La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	25,200	98,400	June 3 .....	Automation, hours, sick leave, vacation, apprentice rates~
The Star, Telegram, and Globe and Mail, Toronto, Ont.	Typographical Union Locs. 91 & 5 (AFL-CIO/CLC)	901	18,920	52,100	July 9 .....	Working conditions as af- fected by computers~
<i>Primary Metals</i> Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,420	3,550	Aug. 19 .....	Wages, other improvements ~
<i>Metal Fabricating</i> Nicholson File Canada, Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	225 (30)	4,280	6,310	Aug. 19 Sep. 29	Wages, seniority, union secur- ity, check off~7¢ an hr. in- crease on signing of contract, a further 7¢ an hr. at anni- versary date all new em- ployees must sign for check- off of union dues after 30 days.
<i>Machinery</i> Hamilton Gear and Machine, Toronto, Ont.	Moulders Loc. 28 (AFL-CIO/CLC)	168	80	80	Sep. 30 .....	Wages~



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
SEPTEMBER 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept.	Accu- mulated		
<i>Electrical Products</i> Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	308	1,230	4,770	Aug. 14 Sep. 8	Wages, incentive bonus, seniority~6¢ an hr. increase for female help, 6-8.3¢ for males plus 4¢ for certain classifications, improved vacations, changes in incentive bonus added to agreement.
Canadian General Electric, Guelph, Peterborough, and Toronto, Ont.	Technical Engineers Loc. 164 (AFL-CIO/CLC)	296	4,640	5,620	Aug. 26 Sep. 29	Wages, hours~Wage increases varying according to classification and plant.
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	340	7,140	7,560	Aug. 31 .....	Wages, working conditions, seniority provisions~
<i>Chemical Products</i> C. I. L. Mastex Division Brampton, Ont.	Chemical Workers Loc. 9-698 (AFL-CIO/CLC)	120	260	260	Sep. 30 Sep. 30	Suspension of some workers for refusal to work overtime ~Return of workers.
CONSTRUCTION Smith Bros. & Wilson, Crofton, B.C.	Plumbers Loc. 170 (AFL-CIO/CLC)	165	330	330	Sep. 28 Sep. 29	Work jurisdiction on laying of fibreglass pipes~Court injunction forced withdrawal of pickets.
TRANSPN. & UTILITIES <i>Storage</i> Alberta Wheat Pool, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	109	600	600	Sep. 11 Sep. 19	Union security and membership coverage~Return of workers.
TRADE Goodyear Tire and Rubber, Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO/CLC)	130	130	130	Sep. 3 Sep. 8	Refusal of 3 employees to unload material from a strike-bound plant~Return of workers on instruction of union.
SERVICE <i>Education</i> Regina Public School Board, Regina, Sask.	Public Employees Loc. 16 (CLC)	539	1,620	1,620	Sep. 1 Sep. 4	Salaries~6.6% increase in salary schedules.

Figures in parentheses indicate the number of workers indirectly affected.

# Collective Bargaining Scene

(Continued from page 982)

## Work Stoppage

Company and Location	Union
Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)

## Part III—Settlements Reached During October

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

**ATLANTIC SUGAR REFINERIES, SAINT JOHN, N.B.—BAKERY WKRS. (CLC):** 3-yr. agreement covering 500 empl.—wage increases of 7¢ an hr. eff. Sept. 1, 1964, 6¢ an hr. eff. Sept. 1, 1965, and 5¢ an hr. eff. Sept. 1, 1966; transportation allowance of \$1 each way to be paid to empl. called out to work or sent home between midnight and 6 a.m.; bereavement leave of 1 day to be granted to empl. on death of spouse, mother, father, son, daughter, brother or sister; increase in evening and night shift premiums to 7¢ an hr. (formerly 5¢) and 14¢ an hr. (formerly 10¢) respectively; rates for male labourer after Sept. 1, 1966 will be \$1.90 an hr. and for female packer, \$1.45 an hr.; agreement to expire Aug. 31, 1967.

**B.C. HYDRO & POWER AUTHORITY—STREET RAILWAY EMPL. (AFL-CIO/CLC):** 2-yr. agreement covering 1,900 empl.—wage increases for transit operator of 4.3% retroactive to Sept. 1, 1964 and 4.3% eff. Sept. 1, 1965; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); sick leave (after 6 mos. probation) to be provided up to 5 days after 1 yr. of service, 10 days after 3 yrs. of service, 15 days after 5 years of service, and 22 days after 10 yrs. of service; improvements in pension plan; rate for transit operator after Sept. 1, 1965 will be \$2.76 an hr.; agreement to expire Aug. 31, 1966.

**CDN. CELANESE, DRUMMONDVILLE, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC):** 3-yr. agreement covering 2,300 empl.—general wage increases of 7¢ an hr. retroactive to May 1, 1964, 8¢ an hr. eff. May 1, 1965, and 9¢ an hr. eff. May 1, 1966; reduction in hrs. of work with maintenance of pay for approximately 270 production empl. provided in first yr. of agreement; reduced work wk. and new wage rate structure arranged for approximately 450 maintenance empl.; vacation pay for empl. with 20 yrs. of service to be 8% of total earnings (formerly 7%); funeral leave of 1 day introduced; agreement to expire April 30, 1967.

**EASTERN CANADA STEVEDORING, HALIFAX, N.S.—RAILWAY CLERKS (AFL-CIO/CLC):** 2-yr. agreement covering 850 empl.—wage increases of 6¢ and 3¢ an hr. retroactive to Jan. 1, 1964 and July 1, 1964 respectively, 3% eff. Jan. 1, 1965 and 3% eff. July 1, 1965; provisions for minor changes in the health and welfare benefits; agreement to expire Dec. 31, 1965.

**LEGRADE INC. & EASTERN ABBATTOIRS, MONTREAL & QUEBEC, QUE.—PACKINGHOUSE WKRS. (AFL-CIO/CLC):** 2-yr. agreement covering 700 empl.—wage increases of 6¢ an hr. retroactive to April 1, 1964 and 5¢ an hr. eff. April 1, 1965 with further provision that empl. on payroll up to April 1, 1965 to receive 3¢ an hr. over and above the general increases; improvements in health and welfare plan; plan to be paid entirely by company, eff. April 1, 1965; base rate for male empl. after April 1, 1965 will be \$2.09½ an hr. and for female empl. \$1.94½ an hr.; agreement to expire March 29, 1966.

**MOTOR TRANSPORT INDUSTRIAL RELATIONS BUREAU (CAR CARRIERS), ONT. & QUE.—TEAMSTERS (IND.):** 3-yr. agreement covering 740 empl.—wage increases for skilled mechanics of 11¢ an hr. eff. Aug. 14, 1964, 10¢ an hr. eff. July 1, 1965 and 10¢ an hr. eff. July 1, 1966; wage increases for unskilled maintenance empl. of 9¢ an hr. eff. Aug. 14, 1964, 9¢ an hr. eff. July 1, 1965 and 8¢ an hr. eff. July 1, 1966; wage increases for yard and dockmen of 10¢ an hr. eff. Aug. 1964, 8¢ an hr. eff. July 1, 1965 and 8¢ an hr. eff. July 1, 1966; hrs. of work reduced to 45 hrs. from 48 hrs. a wk.; increases granted in mileage allowances: loaded vehicles—1/10¢ increase per mile in first yr., 2/10¢ increase per mile in second yr. and 1/10¢ increase per mile in third yr.; for empty vehicles, 1/10¢ increase per mile each yr. of agreement; rate for dockman July 1, 1966 will be \$2.21 an hr.; agreement to expire June 30, 1967.

**TORONTO CITY, ONT.—CIVIC EMPL. (IND.) (OUTSIDE EMPL.):** 2-yr. agreement covering 3,000 empl.—wage increases of 10¢ an hr. retroactive to April 1, 1964 and 10¢ an hr. eff. April 1, 1965; 3 wks. vacation after 7 yrs. of service (formerly after 10 yrs.), and 4 wks. after 20 yrs. of service (formerly after 25 yrs.); increases in shift differentials retroactive to April 1, 1964: afternoon shift differential of 13¢ an hr. (formerly 10¢); night shift differential of 14¢ an hr. (formerly 12¢); rate for labourer at April 1, 1965 will be \$2.26 an hr.; agreement to expire March 31, 1966.

**TRUCKING ASSN. OF QUEBEC, MONTREAL, QUE.—TEAMSTERS (IND.):** 3-yr. agreement covering 1,200 empl.—wage increases of 8¢ an hr. retroactive to Oct. 5, 1964, 8¢ an hr. eff. Oct. 1, 1965, and 9¢ an hr. eff. Oct. 1, 1966; 3 wks. vacation after 17 yrs. of service in first yr. of agreement, after 15 yrs. in second yr. of agreement, and after 12 yrs. in third yr. of agreement; time and a half to be paid for work on Saturday; bereavement leave of 3 days granted for death of immediate relatives; insurance plan extended to employees' dependents; rate for truck driver at Oct. 1, 1966 will be \$2.07 an hr.; agreement to expire Sept. 30, 1967.

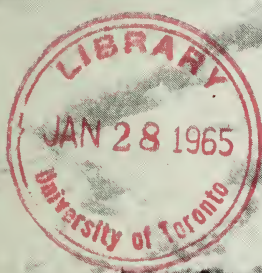
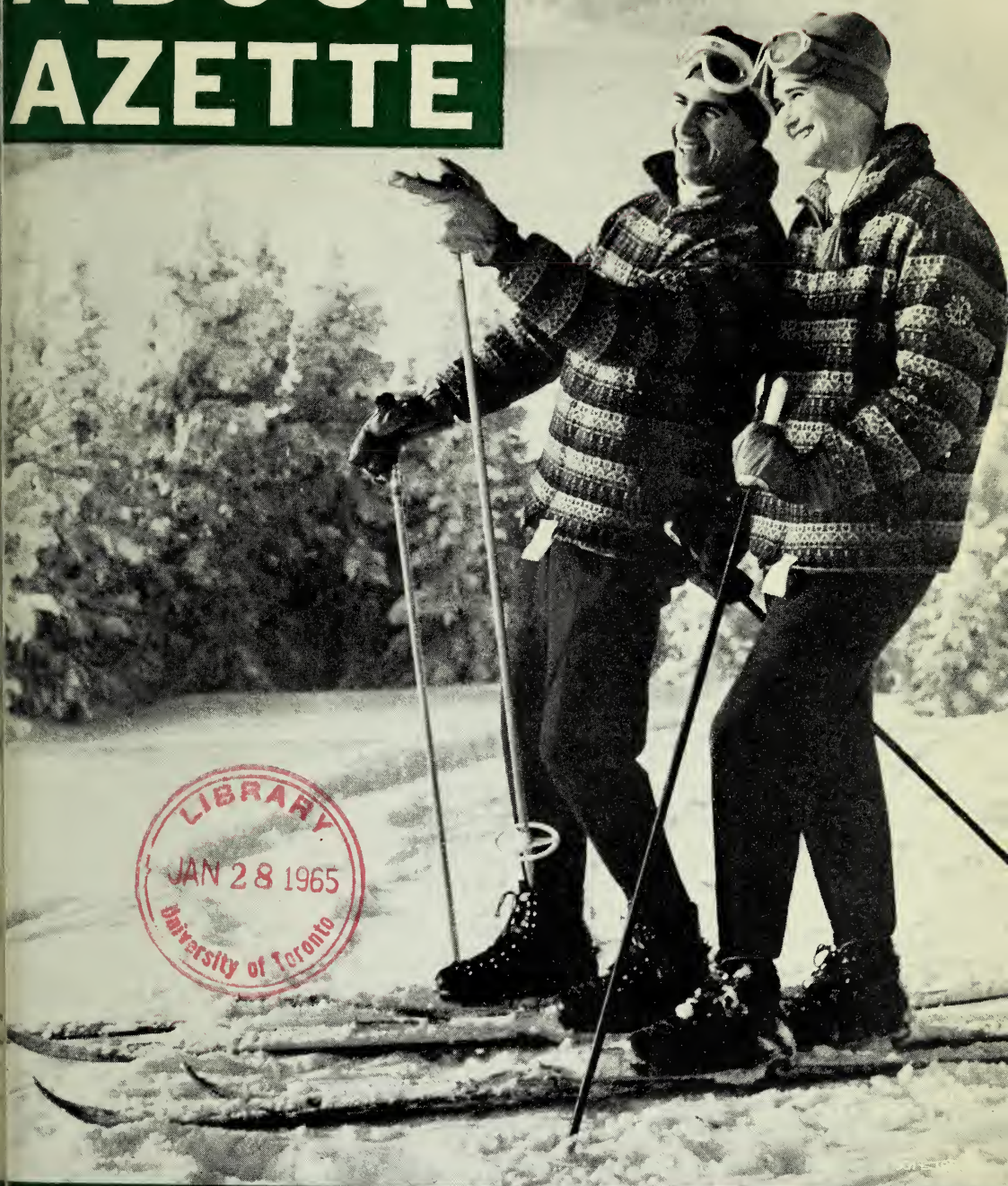




THE

# ABOUR AZETTE

PERIODICALS READING ROOM  
(Humanities and Social Sciences)



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(Continued on page three of cover)



# THE LABOUR GAZETTE

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## Small Business Management Training

The Prime Minister, Rt. Hon. Lester B. Pearson, was the guest speaker at the graduation banquet in Lloydminster, Sask., on November 25 of the 99th and 100th Small Business Management Training courses. In congratulating the graduates, Mr. Pearson emphasized the importance of small business to the economy and as a protection against the concentration of power in the hands of a very few organizations.

He pointed out also the increasing emphasis that must be placed upon the management of a farm along similar lines as a business. In this connection he noted that one of the graduates had been carrying on mixed farming in the Lloydminster area for 20 years.

Mr. Pearson pointed to the Small Business Management Training Program as a model of co-operation between:

- The federal Government, which provides course material and financial assistance;

- Provincial Departments of Education, which organize courses throughout the provinces;

- Business associations, such as the Lloydminster Chamber of Commerce, which promote attendance;

- Professional associations, such as the Alberta Institute of Chartered Accountants,

from whose ranks instructors are drawn; and

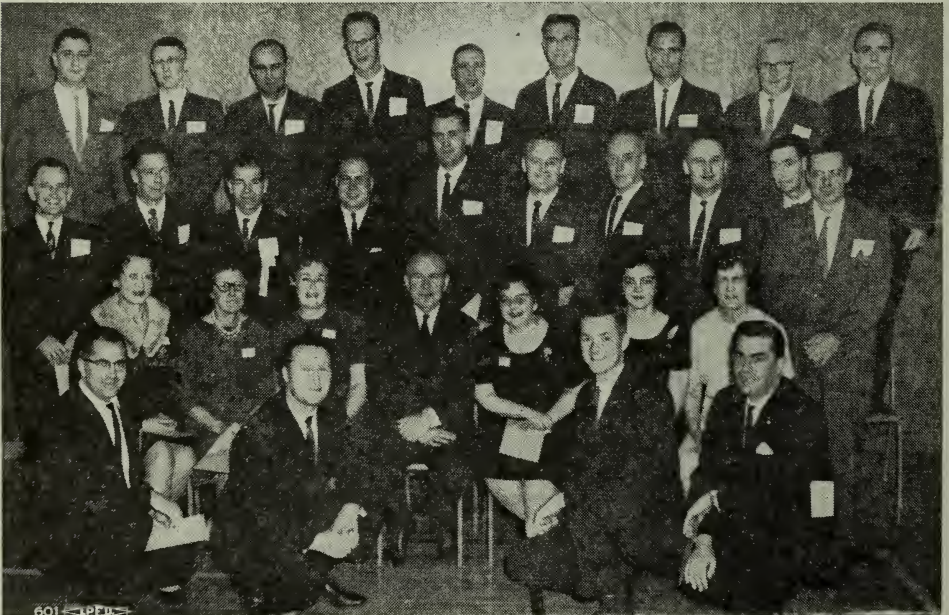
- The individual businessmen themselves, who attend the courses.

The Small Business Management Training Program, introduced nationally in September 1963, has been prepared for the owner and operator of a small business. The 99th and 100th courses were organized in Lloydminster in the fall of 1964. In the September to December period, an additional 123 courses were conducted across the country.

Plans for approximately 150 courses in January and February 1965 have been made by chambers of commerce, trade associations and other groups of businessmen and women. Courses now available include Management Accounting, Book-keeping, Retail Management, Marketing for Service Businesses, Marketing for Manufacturers, and Purchasing. Each course is conducted over an 8- to 10-week period, usually one evening a week.

The Small Business Management Training Program has been developed by the Small Business Management Training Division, Technical and Vocational Training Branch, Department of Labour, under the terms of the Federal-Provincial Technical and Vocational Training Assistance Agreement.

—Quarton Studios, Lloydminster.



The Prime Minister (middle, front row) with graduates and instructors of the 99th and 100th Small Business Management Training courses.



## 50 Years Ago This Month

*Stimulus from war orders fails to lift economic depression that had begun before outbreak of first Great War; employment conditions in November said to be worst they had ever been*

The month of November 1914 saw no lifting of the economic depression that had begun before the outbreak of the First Great War in August, and that seemed to have been deepened as a result of that event, in spite of the stimulus to some industries afforded by orders for war supplies, first by the Canadian and British Governments, and then by orders from the Governments of France and Russia.

This journal's Montreal correspondent said that officials of the local Trades and Labour Council considered the "condition of employment for Nov. worse than it has ever been."

They also said that gains from contracts from the Canadian and British Governments had been offset by "cessation of work in other lines, and that there was hardly a trade which was not suffering acutely from the depression." The building trades were reported to have been especially hard hit.

The LABOUR GAZETTE for December 1914 reported that layoffs and reductions in working time and in wage rates were widespread throughout the country, although it said that "the tendency in industrial establishments was to reduce the number of employees and hours of labour rather than to actually cut the rates of wages." Even in these establishments, however, there were "quite a number" of reductions in pay.

Examples of reduction in pay were: in Truro, N.S., hat and cap factory employees had their wages reduced from \$12 to \$10, and from \$10 to \$9 a week; at Amherst, woodworkers who had been getting from \$12 to \$16.50 a week had their wages changed to \$10.80 and \$14.10 a week; in Ottawa, employees of the W.C. Edwards Lumber Company had their working hours reduced from 54 to 48 a week.

Stenographers in Winnipeg had their pay reduced "in some cases as much as 20 per cent; printers in Medicine Hat accepted a reduction of 20 per cent all round until December 31; employees of a clay company in the same place had their wages reduced 30 per cent, and a number of merchants reduced salaries by from 15 to 20 per cent.

In Vancouver, salaries of civic officials were reduced by percentages ranging from 30 for those getting \$300 a month or more, to 10 per cent for those getting less than \$75 a month. In Victoria, members of the

Builders' Exchange early in November decided on a new scale of wages that meant a reduction of from 10 to 20 per cent.

The Montreal correspondent reported that the secretary of the Charity Organization Society had suggested that in all public works the preference should be given to married men. It was also reported that enlistment had taken a large number of single, as well as married men; and that "this would relieve the burden on the patriotic funds of the country, and give first chance to single men to enlist."

The Montreal Builders' Exchange passed a resolution opposing the city's giving an increase of 25 cents a day to municipal labourers on the following January 1, thus raising their pay from \$2.25 to \$2.50 a day. The secretary of the Exchange had said that there was plenty of labour to be had in Montreal for \$1.50 and \$1.75 a day, that men were accepting work without asking about wages, and that in the building trades men were working for 40 and 50 per cent under the union scale.

A proposal to reduce salaries at Montreal city hall by from 10 to 25 per cent, however, after causing "a great deal of anxiety among the employees for a time," was later decided to be "unnecessary."

In Toronto also, "labour conditions during November were worse than in October," the local correspondent said. "The number of wage-earners out of work was roughly estimated at between 15,000 and 20,000; and this number, it was thought, was certain to be considerably increased as soon as weather conditions became unfavourable for outdoor work."

The correspondent said that comparatively few of the 9,200 men registered as unemployed at the civic employment bureau had reported themselves being actually destitute.

Owing to "financial stringency" in Toronto, houses intended for only one family were being overcrowded. That this was due to a shortage of houses was shown by the fact that although some 2,000 dwellings had been erected during the year, there were 4,000 vacant, compared with only 300 vacant houses the year before. But the rent asked for the vacant houses was more than \$15 a month, and was thus beyond the means of "the working class."

## NOTES OF CURRENT INTEREST

### Municipal Winter Works Incentive Program Makes Strong Start

Projects approved up to November 30 under this year's Municipal Winter Works Incentive Program will create jobs for an estimated 103,800 men at various times during the winter months, and will provide about 5,220,100 man-days of work. At the same date last year, the program had provided jobs for 94,000 men, or an estimated total of 4,346,000 man-days of work.

The projects approved so far this year will cost an estimated \$212,850,000 during the six months of the program, of which \$75,541,000 will be direct payroll costs. The estimated federal share of these direct payroll costs will be \$40,547,000.

Last year, the total cost of projects approved at the same date was estimated at \$184,537,000 for the period of the program.

Under the program, the federal Government pays 50 per cent of the on-site payroll costs on accepted projects during the period from November 1, 1964 to April 30, 1965. In municipalities in the designated areas or the areas of high winter unemployment—designated by the federal Government—the federal incentive will be 60 per cent of direct payroll costs.

At November 30, a total of 3,930 applications had been received from 1,831 municipalities.

### Department to Award Fellowships For Labour Research In Geneva

Beginning next year, the Department of Labour, in co-operation with the International Labour Organization, will award fellowships for research on labour problems at the International Institute of Labour Studies in Geneva, the Minister of Labour announced last month.

The fellowships, of up to \$5,000 each, will be awarded to Canadian senior scholars who wish to undertake research in manpower, industrial relations and general labour problems, and whose projects can be undertaken with advantage in Europe.

Candidates must be Canadian citizens or permanent residents of Canada, and must have demonstrated ability in advanced research, either through postgraduate university work or equivalent experience.

The amount of the grants will vary with the duration of the fellowships. Up to \$5,000 will be granted for a full year, with additional financial assistance for travelling and research. Grants will not normally be made for periods of less than four months.

The International Institute for Labour Studies was established by the ILO to provide opportunities for study, and for exchange of experience, by persons concerned with all aspects of labour and social policy.

The new research fellowships are in addition to those for Canadian labour research projects granted every year since 1951 under the Labour Department-University Research Program (L.G., Nov., p. 934).

### Canada to Contribute \$7 Million To Two United Nations Programs

In 1965, the Canadian Government intends to make contributions totalling \$7,325,000 to the United Nations Special Fund and the United Nations Expanded Programme for Technical Assistance, the Secretary of State for External Affairs announced last month.

The United Nations Special Fund's pre-investment technical assistance program is designed (a) to bring to light the development possibilities of natural resources in developing countries; (b) to train local people in the knowledge and skills required to make those resources productive; and (c) to strengthen institutions in those countries in the organization and management of important development activities.

The Special Fund began operations in 1959, and Canada, which played a leading part in its establishment, has been a member of the Fund's Governing Council since its inception. By April 1964 the Fund had approved 421 projects for the benefit of 130 countries and territories. Three hundred of these are in operation, and 12 of these which cost the Special Fund \$5.8 million have already produced more than \$755 million of investments.

Canada's annual contribution to the Special Fund was increased last year to \$5 million. Canada has again pledged \$2,325,000 to EPTA for 1965, as in 1963 and 1964. This represents approximately 4.16 per cent of total contributions amounting to U.S.\$51.6 million. Canada ranks fifth in total contributions to the Special Fund and EPTA.



## New Occupational Monograph Replaces Six Now Obsolete

*Metal Working Occupations*, No. 8 in the Canadian Occupations series, was released last month. It replaces six earlier vocational guidance booklets that have become obsolete.

*Metal Working Occupations*, a 76-page booklet with illustrations dealing with a broad range of occupations in forging, welding, foundries, machining, sheet metal working and iron and steel making, replaces *Sheet Metal Worker*, *Machinists and Machine Operators (Metal)*, *Foundry Workers*, *Forge Shop Occupations*, *Tool and Die Maker*, and *Welder*.

The series of occupational monographs is prepared by the Economics and Research Branch of the Department of Labour in co-operation with provincial government agencies, including the Departments of Education and Labour, and are published primarily with the needs of secondary school students, their teachers and their parents in mind.

Canadian Occupations booklets are available at 25 cents per copy from the Queen's Printer, Ottawa, and the Canadian Government Bookshops in Montreal, Toronto and Ottawa. Reference copies are available in public libraries across the country.

## Canadian Welfare Council Launches Concerted Study of Poverty

The Canadian Welfare Council launched Canada's first concerted study of national poverty on November 24, when some 40 top experts from government departments, universities, private foundations, labour and welfare agencies met in informal consultation in Ottawa with Council staff and with Prof. Richard M. Titmuss of the London School of Economics. Chairman of the meeting was Dr. Albert Rose of the University of Toronto School of Social Work.

Dr. Titmuss, who is professor of Social Administration at the University of London and Head of the Department of Social Science and Administration at the London School of Economics, has been a member of, or consultant to, economic, social, labour and health groups, including the U.N. Technical Assistance Administration in Europe.

The Minister of Labour recently urged co-operation to wipe out "islands of poverty" in Canada (L.G., Nov., p. 936).

As many of the participants in the meeting said, "We are supposed to be attacking poverty, through programs such as the Agricultural Rehabilitation and Develop-

ment Act, but we do not really know who is poor or why they are poor. We have been working on the basic premise that freedom from want is a basic freedom and that social security measures would be taking care of it. And yet we learn that there is widespread poverty in Canada."

The poverty study will be carried out in phases, by selection of critical points.

A Technical Advisory Committee under the chairmanship of Dr. Albert Rose met with Prof. Titmuss on November 24 also. This committee will advise on preparing the over-all design of the study, as well as its individual phases, in order to make submissions to grant-giving bodies, or in support of applications for grants. It will also advise on the appointment of a project director.

## Immigrant Total in Third Quarter Up from Comparable 1963 Number

Immigrants to Canada numbered 84,666 in the first nine months of 1964, up from 69,344 in the same period last year, the Department of Citizenship and Immigration reported last month. Of the total, 17,546 arrived in the first quarter of the year, 33,777 in the second, and 33,343 in the third quarter.

Of the 84,666 immigrants, 43,048 were destined for the labour force, compared with 34,730 in the same period in 1963. The largest numbers were in the categories of manufacturing, mechanical and construction (13,803), and professional and technical (9,131).

Immigration from the United States totalled 8,532, compared with 7,608 in the first nine months of 1963.

## Hamilton Lawyer Appointed to National Employment Committee

The appointment of John Jaskula as Chairman of the National Employment Committee, a body advisory to the Unemployment Insurance Commission on employment matters, was announced last month by the Unemployment Insurance Commission. Mr. Jaskula is senior partner in the law firm of Jaskula and Kostyk in Hamilton.

Mr. Jaskula was born and raised in Hamilton and was educated at St. Ann's, Cathedral High School, McMaster University and Osgoode Hall. He is a member of the labour section of the Canadian Bar Association and for the past two years has lectured at the McMaster University Credit Union night school course on "The Family and the Law."

## Number of Welfare Recipients Increases in Third Quarter

The numbers of persons in Canada receiving old age assistance, blind persons' allowances and disabled persons' allowances all increased in the third quarter of 1964, the Department of National Health and Welfare reported last month.

**Old Age Assistance**—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 105,972 at June 30 to 106,830 at September 30, 1964.

The federal Government's contributions under the federal-provincial scheme totalled \$11,293,191.13 for the quarter, compared with \$11,236,277.50 in the preceding quarter.

At September 30, the average monthly assistance in the provinces and excluding the Territories ranged from \$67.42 to \$72.67.

**Blind Persons Allowances**—The number of persons in Canada receiving allowances under the Blind Persons Act increased from 8,589 at June 30, to 8,637 at September 30, 1964.

The federal Government's contributions under the federal-provincial scheme totalled \$1,407,939.94 for the quarter, compared with \$1,403,379.87 in the preceding quarter.

At September 30, the average monthly allowance in the provinces and excluding the Territories ranged from \$67.71 to \$73.79.

**Disabled Persons Allowances**—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 52,158 at June 30 to 52,640 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$5,834,345.81 for the quarter, compared with \$5,794,845.83 in the preceding quarter.

At September 30, the average monthly allowance in the provinces and excluding the Territories ranged from \$73.30 to \$74.50.

## In Parliament Last Month

(page numbers refer to Hansard)

During November, the only important legislation of interest to labour that came under discussion in the House related to a new form of the Canada Pension Plan.

On November 9, the Minister of National Health and Welfare moved that the House go into committee to consider the introduction of a measure, to be known as the Canada Pension Plan, to establish in Canada a comprehensive program of retirement pensions, payable to contributors, to provide certain benefits and to be financed from contributions by employees and employers, and from contributions by persons in respect of self-employed earnings (p. 9898).

After lengthy debate in committee, the Minister introduced the measure as Bill C-136, and the bill was given first reading (p. 9930).

The House thereupon agreed to the removal from the order paper of second reading of the earlier Bill C-75, an Act to establish a comprehensive program of old age pensions in Canada payable to contributors and survivors (L.G., April, p. 263).

On November 16, on the motion of the Minister of Health and Welfare, the House agreed to the setting up of a joint committee of the Senate and the House of Commons on the Canada Pension Plan (p. 10116).

On November 18, after prolonged debate extending over three sittings, the bill was given second reading and was referred to the joint committee (p. 10244).

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The Department's annual bulletin on provincial workmen's compensation laws, *Workmen's Compensation in Canada*, will not be published this year, the Legislation Branch has announced. In its stead, the article, "Changes in Provincial Workmen's Compensation Laws in 1964" (L.G., Oct., p. 856) will be reprinted. Copies of the reprint will be available from the Queen's Printer, Ottawa.



## *New Year Messages*

Hon. Allan J. MacEachen, Minister of Labour

The past year has been one of steady improvement in employment throughout Canada.

The most significant aspect is the decrease in unemployment. This has occurred at a time when the labour force itself has been expanding at record rates.

In November the unemployment rate was the lowest for any November since 1956. More jobs have been opening in most parts of Canada and we have therefore had large increases in employment for both men and women. For the first 11 months of the year, average employment was higher by 236,000, or 3.7 per cent, than in 1963. This was the largest annual increase since the last war and highest percentage gain since 1956.

Our manufacturing industries figured very largely in these advances. In recent months employment in this important segment of the economy has been running more than 100,000 higher than the year before. This is an unusually large annual increase, as large as the total increase over the previous two years. The expansion was a broad one, and almost all manufacturing shared in it.

On the other hand, although agricultural production continues at high levels due to improved methods and increasing efficiency of operations, employment in this industry continued to decline, as it has been doing for many years.

Wages and working conditions continued to improve. The average weekly wage in manufacturing by mid-summer had reached \$83.31, nearly \$4.50 higher than last year. In general, Canadian employees in 1964 enjoyed longer vacations—after shorter qualifying periods of service—more paid holidays, and extended benefits from welfare arrangements and pension plans.

In October the Government introduced in Parliament the Canada Labour Standards Code. This will set a minimum hourly wage of \$1.25 and a standard work week of 40 hours. These and the other provisions of the Code will constitute a basic charter for workers under federal jurisdiction.

At the beginning of the year, the trade union membership in Canada was 1,493,000—a gain of 3 per cent over the year. Collective agreements covering hundreds of thousands of workers were concluded without any work stoppage in 1964, and the proportion of working time lost through industrial disputes amounted to less than one tenth of one per cent in the first ten months of the year.

Last winter saw the introduction of the Winter House Building Incentive Program, the newest of our measures to stimulate economic activity and employment in the winter months, when employment in Canada regularly falls off.

It proved to be highly successful in developing year-round employment in the construction industry.

These and other programs aimed at stimulating our winter economy are again in operation. Early indications are that their total effect will surpass that of last year.

New ways of meeting manpower and labour relations problems are being pursued and new areas in which employers, unions and governments can co-operate to the advantage of all are being developed.

The initiative and energy of Canadians have made 1964 an outstanding year. There is every reason to believe that the improvements in the economy will continue into 1965 and bring still greater security and prosperity.

My best wishes to all for 1965.

## Claude Jodoin, President, Canadian Labour Congress

As we enter upon a New Year we, as Canadians, have much to be thankful for. Most Canadians have jobs and, for the great majority, living standards are as high as they ever were. Yet, if we were to satisfy ourselves with rejoicing at these conditions we would miss the spirit of this holy period.

Despite a reduced level of unemployment there are still areas of Canada in which many Canadians are deprived of the right to work because they cannot find a job. Despite the economic prosperity of our country as a whole there are pockets of poverty in which citizens struggle for a mere existence.

During the year now ending we have witnessed staggering strides in scientific knowledge and productive skill. At the same time we still lack the ability to use this knowledge and these skills for the betterment of all mankind. And at this season, more than at any time of the year, we should recognize that it is only in terms of human betterment that these advances can take on real meaning.

Regardless of our pride in the great progress Canada has made economically, we still lag in many social services. This is particularly true with regard to the availability of health facilities and services. As was pointed out in the initial report of the recent Royal Commission, there is an enormous gap between scientific knowledge and skills and organizational and financial arrangements to apply them to the needs of men.

This is the season when it is fashionable to make resolutions, some facetiously, some seriously. Certainly there is no more serious resolution we could make than to

be sure that, as a nation, every man, woman and child has access to health services and facilities on an equal basis—without any means test, without strings or the small-type exclusions of private contracts, and without paying profits to private corporations.

We have been told by the Royal Commission which made a most thorough-going study of the subject, that such a plan for all citizens is within our reach.

Economists are forecasting a good year for 1965 and the period immediately following. If their predictions are justified then this is the time for us to move forward in social as well as purely economic matters.

The year 1965 will be important to us from an international standpoint. This will be International Co-operation Year. We, in the Canadian Labour Congress, have always had a very active interest in international affairs and particularly with regard to our relationship with free trade unionists in other parts of the world. During 1965 we plan to step up our activities in this regard.

We share with all Canadians the most earnest desire for world peace. Despite serious situations which erupted in some parts of the world during 1964 we have reached the end of the year without an outbreak of hostilities involving a large number of countries. We must continue to strive, not only for the prevention of war but for the development of international understanding and goodwill. There can be no objective which more truly reflects the true spirit of this season.

## Jean Marchand, President, Confederation of National Trade Unions

The Confederation of National Trade Unions has expanded at an exceptional rate in the past few years. Workers are joining its ranks by the thousands, convinced that they will find there the solution to their many problems.

The efforts made by the CNTU to extend the objectives of labour, its vitality, as well as its genuine Canadian character in the field of organization, explain why workers trustfully turn to it.

The success achieved in organizing white-collar workers and professional groups shows that the CNTU is adapting to the changing labour market and is definitely forging ahead. During 1964, more than 30,000 salaried workers belonging to these occupational groups have joined our ranks.

It is the wish of the CNTU that the growing force it represents fully serve labour and the Canadian nation. The CNTU would also like to contribute, in its own modest way, to restoring justice and peace to the world.



## J. A. Huneault, International Railway Brotherhoods

The National Legislative Committee, International Railway Brotherhoods—composed of the elected Canadian Officers of the Brotherhood of Maintenance of Way Employees, the Brotherhood of Locomotive Firemen and Enginemen, The Brotherhood of Railroad Trainmen, The Order of Railroad Telegraphers, The Brotherhood of Locomotive Engineers, Division No. 4, Railway Employees Department, The Brotherhood of Railroad Signalmen, The Brotherhood of Railway Carmen of America and The International Brotherhood of Electrical Workers—again welcomes this opportunity to extend to its members and their families and to all Canadian workers sincere best wishes for health, happiness and prosperity during the coming year.

We continue to advocate, through our annual presentation to the federal Government, proposals to improve laws beneficial not only to the people we represent but also to the Canadian people in every walk of life. We endorse legislation currently under consideration by Parliament that will enable all Canadians to set aside a portion of their earnings that will enable them to live their retirement years in reasonable security and more important, with dignity.

Then, too, we must commend the Minister of Labour for the principle of the legislation designed to establish basic labour standards for the workers of Canada.

In the area of labour-management relations there continues to be evidence of a more mature approach to the true role of such relations in our society. This evidence to date, however, only takes the form of the spoken and written word, usually couched in generalities and platitudes. Let us hope that in 1965 some thinking will take the form of concrete evidence, particularly with regard to the human consequences of technological change.

There are those who offer the idea that the present generation may well be on the threshold of a new concept of society, a concept that will no longer be based on a work-oriented society but rather give emphasis to the true role of the individual on earth.

It seems safe to say that our ability to deal with the social and economic implications of rapid technological change is far behind our ability to create and bring about such change. In other words, should man be manipulated in the interest of economic changes and technological advances, or should such changes and advances be manipulated in the best interest of man.

This leads me to suggest that in order to bring such a new concept of society into being we must extend throughout each day of the year the spirit of the Brotherhood of man that is manifested on the occasion of Christmas. This above all should be our goal for 1965.

# Canada Labour (Standards) Code Introduced

*Introduced in Commons by Minister of Labour on October 1, Bill C-126—an Act Respecting Hours of Work, Minimum Wages, Annual Vacations and Holidays with Pay in Federal Works, Undertakings and Businesses—now in Committee of the Whole*

On October 1 the Minister of Labour, Mr. MacEachen, introduced in the House of Commons Bill C-126, an Act Respecting Hours of Work, Minimum Wages, Annual Vacations and Holidays with Pay in Federal Works. Undertakings and Businesses. The short title proposed for the legislation is the Canada Labour (Standards) Code.

The Bill was given second reading, signifying approval in principle, on October 14, and discussion in Committee of the Whole was begun on October 19. The provisions of the Bill as introduced are summarized here.

The proposed legislation will apply to employees employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of Parliament, to their employers and to the employment in which they are engaged. This includes navigation and shipping, railways, canals, telegraphs, or other works or undertakings connecting a province with any other or others of the provinces. Shipping lines extending beyond the limits of a province are specifically listed, and also ferries. Other works or undertakings which will be under the Act because of their interconnecting character are interprovincial road transport operations and pipe lines.

It also includes any aerodrome, aircraft or line of air transportation; radio broadcasting (including television); banks and the business of banking and "any work or undertaking that, although wholly situated within a province, is before or after its execution declared by the Parliament of Canada to be for the general advantage of Canada or for the advantage of two or more of the provinces." As a result of such declarations,

grain elevators, flour and feed mills, all works for the production, refining or treatment of uranium, and a few other specific undertakings will be governed by the Act.

A residual clause covers any work, undertaking or business outside the exclusive legislative authority of provincial legislatures. Works of a local or private nature in the Yukon or Northwest Territories are not covered.

The Act will apply to all government corporations "established to perform any function or duty on behalf of the Government of Canada," except "departmental corporations." These latter are the corporations listed in Schedule B to the Financial Administration Act.

Because the Crown is not bound by a statute unless it is expressly so stated in the statute (according to a rule of interpretation set out in the Interpretation Act), however, employees of the federal government are not covered by this Act.

The only class of employees excluded are those who are managers or superintendents or who exercise management functions. Members of professions are not excluded, but regulations may be made designating professions to which the Act would not apply.

There is a provision to make it clear that this Act establishes minimum conditions only; it does not affect any rights of an employee that are more favourable to him than his rights or benefits under the Act.

After these general provisions, the Act is divided into five parts: Part I, Hours of Work; Part II, Minimum Wages; Part III, Annual Vacations; Part IV, General Holidays; Part V, Administration and General.

## PART I—HOURS OF WORK

Part I establishing the standards relating to hours of work provides that working hours are normally not to exceed eight hours a day and 40 hours a week; but overtime of an additional eight hours in a week is permitted so long as one and one-half times the regular rate is paid.

In a week in which a general holiday occurs (for which the employee is entitled to a holiday with pay under Part IV) the overtime rate is to be paid after 32 hours

instead of 40. In calculating overtime for the week, no account is to be taken of any time worked on the holiday and pay for the holiday is to be calculated according to the rule in Part IV.

There is a further provision that regulations may be made reducing the eight hours of overtime in a week that are permitted as a general rule under the Act. Such regulations could limit overtime for an "industrial establishment," which can be the whole or part of any industry under the Act.



Provision is made for the issuing of regulations to permit the averaging of hours over a period of two or more weeks when, because of the nature of the work, an employee's schedule of hours varies from day to day or from week to week. (For example, regulations might permit the averaging of both standard hours and maximum hours. In this case, if averaging were allowed over a two-week period, the overtime rate would be payable after 80 hours and the maximum working hours would be 96.)

Although the normal situation contemplated by the Act is a five-day week, work may be scheduled for any employee on six of the days in a week (defined for the purposes of Part I as Saturday midnight to Saturday midnight), but not on seven days. Each employee is to have at least one full day's rest in a week, and, wherever practicable, Sunday shall be the normal day of rest. It is specifically stated that the Act does not authorize the performance of any work on Sunday that is prohibited by law.

✓ Work in excess of 48 hours in a week may be allowed under permit when the applicant has satisfied the Minister of Labour that there are exceptional circumstances to justify the working of additional hours. In dealing with such applications, which may be made either by an individual employer or an employers' association, the Minister is to have regard to the conditions of employment in the industrial establishment concerned and to the welfare of the employees, in addition to satisfying himself that there are exceptional circumstances to justify the granting of the permit.

A permit is to be for a definite period and may specify either the total number of additional hours that may be worked in that period by the class of employees to whom it applies, or the additional number of hours per day or per week they may work during the period. The employer to whom a

permit is issued is required to report in writing to the Minister within 15 days after the expiration of the period, or at another date fixed in the permit, the number of employees who worked in excess of 48 hours in a week and the number of additional hours each employee worked.

Where emergency work is required (as in cases of accidents, essential work to be done to machinery or other unpreventable circumstances), the maximum weekly hours may be exceeded but the employer is to report in writing to the Minister, within 15 days after the end of the month in which the maximum hours were exceeded, the number of employees who worked additional hours and the number of hours each of them worked, and to state as well the nature of the circumstances that made the emergency work necessary.

There is no provision in Part I for relaxing the requirement to pay the overtime rate after eight hours in a day or 40 in a week, except as may be permitted by regulations allowing averaging for a period longer than a week; but a transitional section relevant to the period between January 1, 1965 and July 1, 1966 authorizes the Minister to make an order to defer the application of the whole of Part I in particular cases.

Where it is shown to the Minister's satisfaction that standard hours of work cannot be immediately adjusted to eight and 40 without prejudicing the interests of the employees or being seriously detrimental to the operation of the undertaking, he may defer the application of Part I for a period of time which may not extend beyond June 30, 1966. The deferment order may specify the maximum hours of work permitted for employees subject to the order during the period of deferment and may specify different maximum hours for different times; that is, it may provide for adjustment to the 40-hour standard by a series of steps.

## PART II—MINIMUM WAGES

Part II requires the payment of a minimum rate of wages of \$1.25 an hour. This rate applies to both men and women, but does not apply to persons under 17 years of age.

Taking into account the hours of work provisions described above, it is clear that \$1.25 an hour is the minimum rate that may be paid for time worked that does not exceed eight hours in a day or 40 hours in a week. It applies to part-time or casual employees who do not work the full normal day or week as well as to any full-time employees whose hours of work do not

exceed eight in a day or 40 in a week. Part I provides that, for any hours worked in excess of eight in a day or 40 in a week, an employee is entitled to one and one-half times his regular rate of pay.

Where employees are paid on other than a time basis, or a combination of time and some other basis, there is authority for the Minister to fix, by order, a standard basis of work to which a minimum wage on a basis other than time may be applied, and to fix a minimum rate of wages that, in his opinion, is the equivalent of \$1.25 an hour.

There are to be regulations dealing with the employment of persons under 17 years of age, which will specify the occupations in which they may be employed and may establish a minimum wage rate applicable to such employment.

The Minister may authorize the employment of a handicapped person at a wage lower than the minimum wage in individual cases if the person's disability constitutes a handicap in the performance of the work to be done and if the Minister is of the opinion that it is in the interests of the person to do so.

Provision has been made for the making of regulations dealing with a number of matters relating to the minimum wage rate. Among these matters are the price that may be charged for board or living quarters furnished by an employer to an employee, and the maximum deductions that may be made from the employee's wages; the charges or deductions for furnishing uniforms or other articles of wearing apparel that an employer requires an employee to wear; and the charges or deductions for furnishing any tools or equipment that an employer may require an employee to use and for their maintenance and repair. Regulations may also require an employer in specified circumstances to provide, maintain or launder uniforms or other articles of apparel that he requires an employee to wear.

Regulations may also be made requiring an employer to pay an employee for a minimum number of hours of work if he

reports for work at the call of the employer, whether or not he is put to work.

An employer who is providing an on-the-job training program adequate to increase the skill or proficiency of his employees may be exempted by regulation, upon terms and conditions to be specified in the regulations, from paying the minimum wage rate to the employees being trained during the training period or any part of it.

Apart from the exceptions noted above, \$1.25 an hour is the minimum wage rate to which all employees under the Act will be entitled when Section 11 requiring the payment of the minimum wage comes into effect. As a general rule this will be on January 1, 1965.

In the case of an undertaking that is organized and operated in a local area, if it can be shown to the satisfaction of the Minister that the introduction on January 1 of the \$1.25 an hour minimum rate would unduly prejudice the interests of the employees or would be seriously detrimental to the operation of the undertaking, the Minister may defer the application of Section 11 to that particular undertaking or a class of its employees for a period which may not extend beyond June 30, 1966. Such an order is to specify a minimum rate of wages, less than \$1.25 an hour, which must be paid during the period of deferment, and different minimum rates may be set for different times within the deferment period. The effect is to permit step-by-step adjustment of the minimum rate in the 18-month period after the Act comes into force.

### PART III—ANNUAL VACATIONS

Part III, which will repeal and replace the Annual Vacations Act passed in 1958, provides that every employee is entitled to at least a two-week vacation with vacation pay (4 per cent of his wages for the year) after every completed year of employment. It is similar to the present Act, except that the period of employment necessary to qualify for the two-week vacation has been shortened to one year.

A "year of employment" must be continuous with one employer and may be the 12-month period from the date an individual's employment began or from any subsequent anniversary date thereafter; a calendar year or another year approved by the Minister under the regulations in relation to an industrial establishment.

The entitlement to a two-week vacation applies with respect to a year of employment begun before and completed after the coming into force of Part III. If an employee has not been granted a vacation in respect of a year of employment completed before

Part III comes into force, he must be granted the vacation and vacation pay he was entitled to under the Annual Vacations Act.

Annual vacations are to be granted so as to begin not later than 10 months after the completion of the year of employment, and vacation pay is to be paid at least one day before the beginning of the vacation. An earlier time for the payment of vacation pay may be prescribed by the regulations.

When a general holiday occurs during an employee's vacation, the vacation may be extended by one day. The pay for the extra day is the pay to which the employee is entitled for that general holiday under Part IV.

When employment is terminated during a year, the employee is entitled to any vacation pay owing in respect of a prior completed year of employment and to 4 per cent of his wages for the part of the year he has worked. To be entitled to vacation pay on termination of employment, how-



ever, an employee must have been continuously employed by the employer for a period of 30 days or more.

As under the Annual Vacations Act, it is provided that, where a federal work is transferred from an employer to a new employer, the employment of the employee by the two employers before and after the transfer shall be deemed to be continuous. This provision is necessarily confined to transfers within works coming under federal jurisdiction.

Vacation pay is deemed for all purposes to be wages.

#### PART IV—GENERAL HOLIDAYS

Part IV provides that an employee is entitled to a holiday with pay on each of seven general holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. Another holiday, however, may be substituted for any of them in accordance with a procedure set out in the Act.

An employee is not entitled to a holiday with pay that occurs in his first 30 days of employment with an employer. The only other circumstance in which an employee is not entitled to a holiday with pay is when a general holiday falls in a week (other than a week in which he is on his annual vacation) in which he is not entitled to wages for any other day.

If a general holiday falls on a day that is a non-working day for an employee, he is to have a holiday with pay added to his annual vacation or granted at another time convenient to him and the employer.

If New Year's Day, Dominion Day or Christmas Day falls on a Sunday or Saturday that is a non-working day for an employee, he is entitled to a holiday with pay on the working day immediately preceding or following the general holiday. However, if employees are employed under the terms of a collective agreement that guarantees them at least seven holidays with pay, the above rule with respect to holidays falling on non-working days will not apply.

The procedure for substituting another holiday for a general holiday is either for the parties to a collective agreement to notify the Minister in writing that a specified day has been designated in the collective agreement as a holiday in lieu of a general holiday; or, where the employees are not represented by a trade union, or if some employees are not provided for under a collective agreement with regard to general holidays, for the employer to apply to the Minister to substitute another day, and the

Other matters, as under the Annual Vacations Act, may be dealt with by regulations. Regulations may specify how much notice must be given an employee of the time he is to take his vacation, and when he is to receive his vacation pay, and may define circumstances under which a vacation may be postponed or waived. There is also provision for making regulations to clarify certain questions that may arise in connection with the concept of "continuous employment" with one employer, and for calculating and determining vacation and vacation pay in unusual situations.

Minister may approve the substitution if he is satisfied that the majority of the employees covered by the application concur.

The principle in regard to pay for a general holiday on which an employee does not work is that he shall receive his regular pay. In the case of an employee whose wages are calculated on a weekly or monthly basis, this will mean that his weekly or monthly wages may not be reduced by reason of the holiday. An employee paid on an hourly basis must be paid at least the equivalent of the wages he would have earned for his normal hours of work. If an employee's wages are calculated on some other basis, the same principle is to be applied: he is to receive the equivalent of a normal day's pay. Regulations may be made to prescribe how a normal day's pay may be calculated in different circumstances, whether by taking an average of the employee's earnings over a certain period, or some other way.

Pay granted to an employee for a general holiday on which he does not work shall for all purposes be deemed to be wages.

There is nothing in the Bill that will prohibit work on any general holiday. If work is performed on a general holiday by a person employed in a "continuous operation" (defined to include employment concerned with running of trains and other means of transport, communication or broadcasting operations or services, or any operation or service normally carried on without regard to Sundays or holidays), he is entitled to a holiday with pay at some other time, either a day added to his annual vacation or a day at another time convenient to him and the employer. In employment other than a continuous operation, if an employee is required to work he must be paid, in addition to his regular wages for the day, at a rate of not less than one and one-half times his regular rate for the time worked.

As noted above, an employee is not entitled to pay for a general holiday that occurs in his first 30 days of employment with an employer; but if he is required to work on the general holiday he is to be paid at one and one-half times his regular rate. If he is employed in a continuous

operation, however, he may be paid at his regular rate.

"His first 30 days of employment" in this section means the period of his employment relationship, whether or not he has been called upon to work every working day within the period.

## PART V—ADMINISTRATION AND GENERAL

Part V contains provisions authorizing the holding of inquiries, and deals with inspection, the furnishing of information by employers, the keeping of records, the furnishing of pay statements to employees, offences and penalties, and the annual report that must be made to Parliament on the administration of the Act. In this Part also, the general regulation-making power is set out, as well as the transitional provisions described above permitting deferment of the operation of Part I and of the provision in Part II requiring payment of the \$1.25 an hour minimum rate.

The Minister may appoint one or more persons to hold an inquiry into employment in any industrial establishment, and persons so appointed will have the powers of a commissioner under Part I of the Inquiries Act.

The Minister may designate any person as an inspector under the Act. The powers of inspectors include the authority to examine payroll and other records, to take extracts from or make copies of them, to require an employer to make or furnish correct statements, either orally or in writing, respecting wages, hours of work, and conditions of employment of any of his employees, and to require an employee to make full disclosure, production and delivery of all records in his possession or under his control, or to provide information relating to these matters.

An inspector has the right to enter any place used in connection with a federal work, undertaking or business, make an inspection, and question any employee apart from his employer. The inspector must produce his certificate of authority from the Minister, if so required by the person in charge. The person in charge and every employee are required to give the inspector all reasonable assistance in carrying out his duties.

An inspector may administer oaths and receive affidavits and statutory declarations in connection with the statements he is authorized to require an employer to make.

Where underpayment of wages is found on inspection, whether through failure to pay the minimum wage, overtime pay for excess hours, vacation pay or holiday pay, the inspector may determine the unpaid balance

to which the employee is entitled. If the amount is agreed to in writing by the employer and employee, the employer is required to pay that amount to the employee on the direction of the inspector within five days after the date of the agreement, or to the Minister to be paid forthwith to the employee.

When an employer has made payment of the agreed amount to an employee following an inspection, in accordance with the procedure described above, a prosecution for failure to pay the employee his full wages shall not be instituted against the employer without the written consent of the Minister.

An employer is required to furnish such information relating to the wages, hours of work, general holidays, annual vacations and conditions of work of his employees as the Minister may require.

### Keeping of Records

Records are to be kept for a period of at least 24 months after the work is performed and are to include the name of the employee, address, age if under 17, wage rate, hours worked, and the actual earnings of and payments to each employee.

As a general rule, employers will be required to furnish to each employee on each pay day a statement showing the period and the number of hours for which payment is made, the wage rate, any deductions and the actual sum being received by the employee. The Minister may, by order, however, exempt any employer from any or all of these requirements.

### Offences and Penalties

It is an offence punishable on summary conviction to contravene any provision of the Act or regulations or any order made under the Act. The maximum penalty that may be imposed is a fine not exceeding one thousand dollars or imprisonment for a term not exceeding one year, or both such fine and imprisonment.

It is also an offence to discharge or threaten to discharge or otherwise discriminate against a person for testifying in a proceeding or inquiry under the Act or for giving information regarding working conditions to the Minister or an inspector. The



maximum penalty for such an offence is the same as for other contraventions of the Act.

A complaint or information may relate to one or more offences by one employer in respect of one or more of his employees.

Proceedings in respect of an offence under the Act may be instituted at any time within two years after the time when the subject matter of the proceedings arose.

The court may order remedial measures as well as impose a penalty. Where an employer has been convicted of failing to pay an employee the wages required by the Act (the minimum wage, overtime pay, vacation pay or holiday pay), the convicting court may, in addition to any other penalty, order the employer to pay the employee the wages to which he is entitled. If the court finds that the employer has not kept accurate records as required by the Act or regulations, the employee affected shall be conclusively presumed to have been employed for the maximum number of hours a week allowed under the Act and to be entitled to the full weekly wage for those hours.

Where an employer has been convicted of discharging an employee contrary to the Act, the convicting court may, in addition to any other penalty, order the employer to reinstate him in his position and pay him compensation for his lost wages.

An employer who refuses or neglects to comply with an order of the court in either of the above cases is guilty of an offence punishable on summary conviction and is liable to a fine not exceeding \$50 for each day during which such refusal or failure continues.

The identity of a complainant is not to be revealed if he requests that it should not be disclosed, except where disclosure is necessary for purposes of a prosecution or is considered by the Minister to be in the public interest.

It is specifically stated that the Act does not suspend or affect any civil remedy an employee may have for recovery of arrears of wages.

A report on the administration of the Act, including a statement showing the additional hours worked by employees in exceptional circumstances under permits issued by the Minister, and the additional hours worked in emergencies, is to be prepared within three months after the termination of each fiscal year, and is to be tabled in Parliament, immediately if Parliament is in session, and, if it is not in session, then within the first 15 days that it is next in session.

### Regulations

The Governor in Council may make regulations for carrying out the purposes of the Act. Among the specific matters listed are regulations with respect to the keeping of records and the production and inspection of records, the calculating and determining of wages including the monetary value of remuneration other than money, and the regular rate of wages of employees who are not paid solely on a time basis.

There is also authority to regulate split shifts by prescribing the spread of the working-day of any employee; to fix a minimum meal period, and the maximum period that may be worked without a meal period.

Regulations may also be issued requiring employers to notify their employees of the provisions of the Act or regulations or any order and particularly with regard to the provisions concerning working hours; or providing for the payment of an employee's wages to the Minister or some other person in the event that the employee cannot be found.

Regulations may also provide for the establishment of consultative or advisory committees to advise the Minister on any matters arising in relation to the administration of the Act.

# Provincial Labour Standards Legislation, 1964

*Seven provinces adopt new labour standards provisions; New Brunswick, Ontario and Alberta make most extensive changes*

In 1964, seven provinces adopted new labour standards provisions; New Brunswick, Ontario and Alberta made the most extensive changes.

New Brunswick enacted the Minimum Employment Standards Act, which provides for a weekly rest, fixes a minimum age for employment, regulates the hours of work of women and young persons, and provides for maternity leave. The New Brunswick Vacation Pay Act was extended to virtually all employees in the province except domestic servants and farm workers. Amendments to the Minimum Wage Act made it clear that tips are not to be counted when computing minimum wages, introduced changes in coverage and increased the general penalty for violations.

In Ontario, amendments to the Industrial Standards Act made a number of changes in administration, added new publicity requirements, strengthened enforcement procedures and clarified a number of other provisions. Provisions regulating the hours of work of women and young persons formerly contained in the factory legislation were added, with some modifications, to the Hours of Work and Vacations with Pay Act.

Alberta passed the Public Works Creditors Payment Act, which is designed to ensure that persons who supply labour, materials, equipment or services to contractors engaged in government construction contract work are paid in full. Amendments to the Alberta Labour Act enable the Government to provide for paid holidays, and strengthen the wage recovery provisions.

In Nova Scotia, a new Minimum Wage Act, applicable to both men and women, not only provided for the establishment of minimum wage rates but also authorized orders fixing maximum working hours and introduced a new provision requiring one week's notice of termination of employment.

Manitoba replaced its Fair Wage Act by the Construction Industry Wages Act. The new Act continues the principle of establishing minimum rates and maximum regular working hours for employees in the construction industry based on recommendations of a board composed of representatives of employers and employees in the industry; but instead of one board, it provides for three separate boards for different sectors of the industry.

Saskatchewan raised the school-leaving age and British Columbia amended its Trade-schools Regulation Act.

## NEW BRUNSWICK

### Minimum Employment Standards Act

The New Brunswick Minimum Employment Standards Act, which went into force on May 1, incorporates the weekly rest provisions formerly contained in the Weekly Rest Period Act, fixes a minimum age for employment, regulates the hours of employment of women and young persons and provides for maternity leave.

The new legislation applies to every place of employment in the province except private homes, farms and establishments under federal labour jurisdiction.

The weekly rest requirement is the same as in the former legislation. As before, employers must give their employees a weekly rest of at least 24 consecutive hours, to be taken if possible on Sunday. The only exceptions are farm workers, part-time employees not usually employed more than five hours in any one day, persons who in the

opinion of the Minister are required to cope with an emergency, and employees excluded from the Act by order-in-council.

Some variation of the weekly rest requirement is again provided for. Where a weekly rest is impracticable, the Minister, as before, may permit rest periods to accumulate and to be taken later, either part at a time or all together.

The Act prohibits the employment of children under 16 years without a written authorization from the Minister of Labour. In addition, the Minister has discretionary authority to forbid the employment of persons 16 to 18 years of age in employment deemed to be dangerous or injurious to their health or welfare.

Restrictions on hours of employment of female employees and of boys under 18 years, previously contained in the factory legislation, have been transferred to this



Act, with some modifications. They now provide that, except with the permission of the Minister, female employees and boys under 18 years may not work more than 9 hours in a day and 48 in a week. Previously, the weekly limit was 54 hours and applied only in factories.

Daily hours may be extended, however, to give a shorter work day on Saturday, or some other day. If a permit to work longer hours is granted, the employer must keep a record of the hours worked and post a notice signed by the employer and the inspector setting forth the conditions contained in the authorization.

No employer may permit an employee to work more than six hours without a meal period. An exception is made, however, for a shift worker employed on a shift of eight hours or less.

Another general provision applicable to both men and women provides that, when services are terminated, the employer must, not later than the next regular pay day, pay to the employee all wages or salary earned by the employee up to the time of termination of employment.

The new Act also includes maternity leave provisions similar to those in the British Columbia Maternity Protection Act.

They provide that an employer must permit a pregnant woman to be absent from work for a period of up to six weeks before her time of delivery on production of a medical certificate stating that her delivery will probably take place within six weeks. The Act also prohibits the employment of a woman for six weeks after childbirth or for a longer period on production of a medical certificate. A woman who has been on maternity leave may not be dismissed until she has been absent for 16 weeks or more.

To ensure enforcement, inspectors are empowered to enter work-places at reasonable times and make such investigations and inquiries as may be necessary.

Penalties are provided for violations of the Act. A person found guilty of an offence is liable to a fine from \$100 to \$1,000 and, in default, to imprisonment for up to six months.

### **Minimum Wage Act**

The New Brunswick Minimum Wage Act was amended with respect to coverage. Officers, officials and persons employed in a confidential capacity, formerly excluded, are now covered but part-time employees who work for four hours or less a day or 24 hours or less a week are no longer within the scope of the Act. Domestic servants, agricultural workers and Crown employees continue to be excluded.

Another amendment makes it clear that tips and gratuities are not to be counted when computing minimum wages.

The general penalty for a violation of the Act is now a fine of from \$100 to \$1,000 and, in default, imprisonment for up to six months.

### **Vacation Pay Act**

The coverage of the New Brunswick Vacation Pay Act, which provides for a week's vacation with pay after a year's service, was extended to cover all employees in the province except domestic servants, farm workers, Crown employees and persons employed for four hours or less a day or 24 hours or less a week. Previously, the Act applied only to persons employed in the construction and mining industries or in the processing, canning and packing of fish, fruit or vegetables.

As before, employees who do not work the 225 working days or shifts necessary to qualify for a vacation or whose services are terminated before the end of the vacation year are entitled to vacation pay, (two per cent of annual earnings). This vacation pay must now be given not later than the next regular pay period after the vacation pay year ends or employment ceases, as the case may be.

## **ONTARIO**

### **Industrial Standards Act**

The Ontario Industrial Standards Act, which sets out a procedure whereby schedules of wages and hours and days of labour formulated at employer-employee conferences may be made legally binding on all employers and employees in the particular industry or trade in the specified zone, has been extensively amended.

The legislation was first enacted in 1935 to protect workers against substandard wages and working conditions, and responsible

employers against unfair competition. There have been no major changes either in substance or in administration since 1937.

The Report of the Royal Commission on Labour-Management Relations in the Construction Industry (the Goldenburg Report) stated that briefs submitted to the Commission criticized the enforcement of construction schedules and the lack of regular inspections. The Commissioner recommended a number of changes to make the Act more effective in construction,

which included the provision of adequate machinery for administration and enforcement.

In September 1962, Professor Bora Laskin of the University of Toronto was appointed as a Committee of Inquiry to review, through public hearings and otherwise, the scope and operation of the Industrial Standards Act, and to make such recommendations as he deemed advisable.

In his report, which was released on November 18, 1963, Professor Laskin stated that the Act should be retained but modified. He recommended 57 legislative and administrative changes to bring the Act into line with modern working conditions and to strengthen enforcement procedures.

Many of these recommendations have been taken into account in the amending Act, which has made a number of changes in administration, strengthened enforcement procedures and added new publicity requirements. The range of permitted terms of an industrial standards schedule has been increased and the Minister's power to define zones and industries has been clarified.

Responsibility for the administration of the legislation has been transferred from the Industry and Labour Board to a full-time officer of the Department of Labour to be known as the Director of Labour Standards. The Minister of Labour has authority to designate an officer of the Department as Administrator of Industrial Standards, who may perform the duties and exercise the powers of the Director under his direction.

The amended Act clarifies the power of the Minister to enlarge, reduce or divide a designated zone as economic considerations and the public interest indicate. He is also empowered to amend the definition of an industry without invalidating an existing schedule for the industry.

### Publicity Requirements

In accordance with a recommendation of Professor Laskin, new publicity requirements have been imposed. The Act now makes it obligatory to publish notices of the convening of a conference so that interested persons will know officially that proceedings for a schedule are pending. A notice of proposed amendments to a schedule also must be published to enable objections to be weighed. Previously the Act contained no requirement for advertising the holding of a conference but in practice this was done.

In his report, Professor Laskin questioned the validity of the provisions in industrial standards schedules that purported to

prescribe pay for days not worked (so-called paid statutory holidays). To remove any doubt, the range of permitted terms of a schedule has been increased to include vacations with pay or pay in lieu of a vacation and pay for designated holidays.

The definition of wages was reworded to make it clear that for purposes of a schedule, incentive rates in any of their variations are wages. "Wages" is now defined as any form of remuneration for labour performed, including payment at an hourly, daily, weekly or monthly rate or at a piece-work or unit-price rate on an incentive or production basis.

As before, the Minister may approve a schedule formulated at a conference only if it is supported by a "proper and sufficient representation of employers and employees." An amendment empowers the officer who convened a conference to conduct post-conference investigations into the conditions of labour and the practices prevailing in the industry and to recommend to the Minister variations in the schedule proposed by the conference.

Schedules will remain in force during pleasure, as before, but the provision for giving schedules a fixed duration not exceeding 12 months has been dropped.

### Advisory Committees

A number of amendments concern advisory committees. One provides that members of advisory committees are to be reimbursed out of provincial funds for expenses incurred in carrying out their duties. Another amendment makes it clear that members will not be disqualified from acting as such merely because they come from the industry or trade governed by the schedule they seek to enforce. A quorum rule is also prescribed for decisions of an advisory committee.

In view of the urgency often attending a request for overtime work, an advisory committee is now authorized to delegate its power to issue permits for overtime work.

The provisions for keeping and inspecting records pertaining to hours, wages and vacations of employees have been strengthened. It is now mandatory for an employer covered by a schedule to keep, for a period of 12 months, records showing the prescribed information in respect of each employee. Previously, employers were required to furnish information and produce records when requested by the Board.

Another amendment enables an inspector to enter premises at all times when employees are at work. This change had been



urged by all advisory committees of the garment industry that appeared at the Inquiry and was also recommended by the Commissioner.

### **Penalties**

The pecuniary penalties for breaches of a schedule, which had not been changed since 1936, have been increased in accordance with Professor Laskin's recommendations. An employer who contravenes a schedule is now liable to a fine of \$50 to \$200 for a first offence, and to a fine of \$100 to \$1,000 for subsequent offences. In case of default, an employer is again liable to imprisonment for a maximum term of two months for a first offence and of six months for a subsequent offence.

In addition to the fine, an employer convicted of failure to pay the minimum rate of wages prescribed by a schedule will again be required to pay any wages owing. The Director is given discretionary authority to order this money forfeited to the Crown, or to order all or part of it paid to the employee, depending on whether or not there has been employee complicity in the evasion of the schedule.

To ensure enforcement of an order to pay wages, the Director has been empowered to file an order in a division court, or in a county or district court if the amount is over \$400.

An employee who contravenes a schedule is now liable to a fine of \$25 to \$100 and, as before, to imprisonment for up to 10 days in case of default.

The amended Act makes it an offence for an employer to discharge or to discriminate against an employee who has given evidence in any proceeding under the Act, or given to the Director or other authorized person any information regarding earnings, hours or conditions of labour of employees in an industry. In addition to any penalty imposed, the convicting magistrate may now order an employer found guilty of intimidation to reinstate the employee, with or without compensation for loss of earnings or other employment benefits. An order for reinstatement may be enforced by filing it in the Supreme Court.

### **Hours of Work Act**

Provisions dealing with hours and conditions of employment of women and young persons formerly contained in the Ontario Factory, Shop and Office Building Act have been transferred with some modifications to

the Hours of Work and Vacations with Pay Act. This amendment was recommended by the Royal Commission on Industrial Safety (the McAndrew Commission), which said that this change would make the factory legislation more cohesive and would also solve the problem of overlapping jurisdictions.

The amended Act provides that no young person under 18 years of age and no woman may work in any factory or shop (the term includes a restaurant, bowling alley, pool room or billiard parlour) between the hours of 12 midnight and 6 a.m., except with the permission of the Minister of Labour. Previously, boys 14 to 16 years, girls 14 to 18 years, and women were not allowed to work in a factory between the hours of 6:30 p.m. and 7 a.m. or in a shop or restaurant between the hours of 11 p.m. and 7 a.m., except with the permission of a factory inspector.

### **More Than One Job**

Another amendment is designed to ensure that no young person with more than one job works longer than eight hours a day. It stipulates that no young person may work, and no person may knowingly permit him to work, more than the prescribed number of daily hours, even though the work may be performed in more than one establishment.

The amended Act also limits the overtime hours of young persons. If regulations authorizing longer weekly hours are issued, the overtime of young persons must now be limited to six hours a week.

Another new feature is that the Industry and Labour Board is now empowered to fix minimum rates of wages for overtime worked by young persons. At present, there is no legislation in Ontario requiring employers to pay either adults or young persons a premium rate for overtime.

The section dealing with eating periods has been reworded to cover men as well as women and young persons. An employer is required to give his employees eating periods of at least one-half hour, or such lesser period as the Board may approve, at such intervals that no employee works longer than five consecutive hours without an eating period. If shorter eating periods have already been established in any workplace, however, they may be continued, except with respect to young persons, unless the Board orders otherwise.

## ALBERTA

### Public Works Creditors Payment Act

The Alberta Public Works Creditors Payment Act, which is similar to legislation adopted in Ontario last year, is designed to ensure that persons who supply labour, equipment, materials or services to a contractor with a provincial government contract are paid in full.

According to press reports, the Minister of Highways said outside the House that the legislation was meant to protect employees of bankrupt contractors who sometimes had to wait long periods before collecting back wages and salaries because bonding companies sometimes took a long time to determine the extent of their involvement.

#### Into Force July 1

The new legislation, which went into force on July 1, permits the Alberta government to pay money owing under a public works contract directly to the creditors and to recover the amounts paid from money due the contractor or from the bonding company.

If a contractor (the term is defined to include a subcontractor) fails to pay a creditor and a claim is filed with the responsible department or agency within 90 days after the last day on which the labour, equipment, materials or services were provided, the Crown may, after giving notice to the contractor and surety, pay the claimant the sum settled upon and deduct the amount so paid from the moneys due the contractor or from the moneys or securities, if any, deposited to ensure performance of contract. If there is not sufficient money to cover the amount paid to the creditor, the bonding company, if any, must make up the deficiency.

The Act also makes it mandatory for every contractor to post in a conspicuous place on the public work a copy of the provision dealing with payment of claims described above.

In addition, the contractor may be required to send to the Crown, on demand, a list of his creditors, giving particulars.

A contractor who does not comply with the publicity requirement or who fails to submit a list of his creditors when requested is guilty of an offence and liable to a fine of from \$10 to \$100 for every day the default continues.

### Labour Act

The amendments to the labour standards provisions of the Alberta Labour Act were concerned with payment for holidays, recovery of unpaid wages and employment agencies.

One amendment makes it possible for the Government to provide for paid holidays. It authorizes the Board of Industrial Relations, with the approval of the Lieutenant Governor in Council, to make an order fixing "the basis for the computation of minimum sums of money," to be paid by any employer to any of his employees who do not work on the holidays, except Sundays, defined in the Interpretation Act, 1958, and to his employees who do work on such holidays. Alternatively, the order may provide that, in lieu of holiday pay, an employer may pay the employee a specified percentage of his ordinary wages on termination of employment or at the time he commences his annual vacation, whichever is earlier.

In line with this change, the section empowering the Board to require the payment of the overtime rate for time worked on a statutory holiday has been revoked. This provision had never been used. The general minimum wage orders applicable to most workplaces do, however, prohibit deductions from the weekly minimum wage for time not worked on a statutory holiday, if the employer's place of business is closed for the holiday.

#### New Penalty Clauses

The section requiring an employer to pay an employee any wages due him within 10 days after the expiration of each period of employment has been strengthened by the addition of new penalty clauses. The Act now provides that, in addition, to any fine imposed, the convicting magistrate must order a defaulting employer to pay any wages owing. If necessary, the amount payable may be recovered by seizure of the employer's goods and chattels. An employer who fails to comply with such an order is liable to imprisonment for from 10 to 90 days.

The section prohibiting the operation of fee-charging employment agencies has been amended to exclude firms or persons providing a counselling and placement service for professional, scientific or executive personnel where no fee is charged directly or indirectly to the person seeking employment or to an employee.



### Minimum Wage Act

The new Nova Scotia Minimum Wage Act, which went into force on July 1, replaced the Women's Minimum Wage Act and the Male Minimum Wage Act, a statute enacted in 1945 and never put into operation. The new legislation covers all employees in the province except domestic servants and farm labourers.

According to press reports, the Minister of Labour said that the Bill stemmed from considerable agitation in the province for such legislation but that neither employers or employees had been asked to present their views. Before the Bill was drafted, however, circulars were sent to 12,000 employers in the province asking for information as to the number, age and sex of their employees and the wages paid.

In line with the practice in other provinces, the new Act does not set a statutory minimum rate but provides for the establishment of a Minimum Wage Board, composed of from five to seven persons, with authority to fix minimum wage rates and to regulate other conditions of work, subject to the approval of the Lieutenant Governor in Council.

In explanation of this, the Minister said it was difficult to set a general minimum wage in the province because of the diversity of employment; for this reason it was thought advisable to have a board similar to ones established in other provinces because it would set different rates for different job classifications and for various areas of the province.

The new Board was set up in June and is composed of seven persons, five of whom were members of the former Board. As required by law, two of the members are women.

The Board is given wide discretion in fixing rates and in applying the rates so established. It may apply the minimum rates to employees generally or to any group or class or sex of employees in any industry, business, trade or occupation, or it may establish regional differentials. The Board may regulate deductions from the minimum wage and fix maximum charges for board, lodging, uniforms, laundry or other services provided by the employer.

In its orders, the Board may set special rates for apprentices, and for inexperienced or handicapped employees, and may limit the number of persons employed at such rates. It may also issue special permits authorizing the employment of handicapped workers at sub-minimum rates.

In addition, the Board is now empowered to establish the regular working period and the maximum number of hours of labour that may be worked regularly in any industry, business trade or occupation. At present, there is no general hours of work law in effect in the province.

The Act expressly states that every employer who permits an employee to perform any work with respect to which a minimum wage is established will be deemed to have agreed to pay the employee at least the minimum wage. The minimum wage must be paid only by cash or by cheque payable at par at the place where the employee performed the work.

A provision not in the earlier legislation makes it quite clear that tips and gratuities are not to be included when computing wages.

Another new feature is a provision requiring a notice of termination of employment similar to that in effect in Saskatchewan.

If an employee has been continuously employed for three months or more, an employer is now forbidden to discharge the employee (except for just cause other than shortage of work) or to lay him off without first giving him at least one week's notice. An employee with three months service or more is required to give his employer a similar notice of his intention to terminate his employment.

An employee who has been given notice is entitled to the wages earned during the period of notice or a normal week's wages, exclusive of overtime, whichever is greater.

Another new provision makes it obligatory for employers to pay, within 10 days of termination, all wages owing, regardless of the reason for termination or the period of employment.

The above provisions do not apply, however, where another period of notice of termination or another time of payment of wages upon termination is provided for in a written contract of employment between the employer and the employees or in a collective agreement between the employer and a union of which the employee is a member.

An employer who fails to pay the minimum wage or charges more than the prescribed amount for board, lodging, laundry or other services is liable to a fine of up to \$500 for each employee affected and a fine of up to \$1,000 for each subsequent offence. If he defaults, he is liable to imprisonment for a maximum term of 90 or 180 days, de-

pending on whether it is a first or subsequent offence. In addition to the fine, an employer will be required to pay the difference between the wages paid and the minimum wage.

An employer or employee who fails to perform any duty imposed by the Act, or who refuses to permit an inspection or examination or who refuses to disclose information, is liable to a fine of up to \$500 and, in default of payment, to imprisonment for up to 90 days. Higher penalties may be imposed for a subsequent offence.

An additional penalty may be imposed where there has been collusion. In such cases, both the employer and the employee are liable to a fine of up to \$100 or to im-

prisonment for up to 30 days if they default, in addition to any other penalties to which they are liable.

Employees who make complaints are now protected against retaliatory action. An employer who discharges or otherwise discriminates against an employee who has filed a complaint or given information or taken any part in any proceedings under the Act is now liable to a fine of up to \$500 and, in default, to imprisonment for up to 90 days.

An employee who has been paid less than the minimum wage is entitled to recover the difference in a civil action, together with costs. If employment has been terminated, the action must commence within one year.

## MANITOBA

### Construction Industry Wages Act

The Manitoba Construction Industry Wages Act, which went into force on October 15, replaces the Fair Wage Act.

During the debate on the Bill, the Minister of Labour said that the new legislation was the result of long and intensive study by a joint committee of the construction industry.

The new legislation continues the principle of establishing basic wages and hours in the construction industry through recommendations made by boards composed of representatives of employers and workers in the industry. It differs from the former legislation in that it recognizes that different sections of the industry have different problems and provides for separate boards.

The Fair Wage Board has been replaced by three boards—the Heavy Construction Wages Board, the Greater Winnipeg Building Construction Wages Board and the Rural Building Construction Wages Board.

Each of these boards is composed of two employees' representatives and two employer representatives, with a public member as chairman. Members were appointed in October for a term of five years. Each has the same public member as chairman.

The duties of each of the new boards are similar to those of the Fair Wage Board. Each is required to make an annual report to the Minister of Labour recommending minimum rates of wages and maximum regular working hours for employees under its jurisdiction.

The jurisdiction of the Heavy Construction Wages Board is limited to persons employed as operators of heavy construction equipment and to employees who do work incidental to work done by heavy construction equipment and who are not within the building construction trades.

The Greater Winnipeg Building Construction Wages Board is empowered to make recommendations in respect of employees (other than heavy construction employees) who are employed in the industry in Greater Winnipeg or on major building construction projects anywhere in the province. The term "major building construction projects" is to be defined by regulation.

The Rural Building Construction Wages Board will be concerned with employees outside Greater Winnipeg who are employed on small building construction projects.

Initially, procedures are to be the same as under the Fair Wage Act. Before preparing its annual report, a board must hold public hearings, notice of which must be published in at least one newspaper having general circulation in the area.

Certain criteria are laid down in the Act to guide the boards in making their recommendations. Each board must consider

(a) prevailing wages and prevailing practices relating to hours of work in the part of the construction industry under its jurisdiction;

(b) collective agreements in the relevant sector of the industry;

(c) any other factors the Minister requires it to consider or the board thinks relevant.

The new legislation differs from the former Act in that there is no provision for further publication of the recommendations or for receiving additional submissions from interested parties.

If a board's recommendations are approved, the Lieutenant Governor in Council may issue regulations prescribing minimum rates of wages and the maximum number of hours to be worked in any day, week or month at straight-time rates. These regulations may apply to part of the province only and may prescribe different standards for different classes of employees, different



areas or different major building construction projects.

Several sections not in the earlier legislation are designed to ensure that workmen receive the wages due them. One provides that, unless the Minister otherwise permits, every employee must be paid, within five days after the end of the pay period for which the wages are payable, the whole of the wages to which he is entitled.

An employee in the building construction industry or in the road and drainage construction industry is entitled to recover unpaid wages by instituting proceedings under the Wages Recovery Act, which provides a summary procedure for the recovery of wage claims up to a maximum of \$500.

Special wage recovery procedures apply where the defaulting employer is a contractor or subcontractor engaged in government contract work. In such cases, an employee may file a written claim with the Minister within 30 days after the date upon which the wages first became due. If the

Minister is satisfied that the wage claim is valid, he will order that the amount be paid to the employee.

If the employer is a contractor, the responsible Minister must pay the money to the employee as directed and deduct the amount from any moneys due the contractor or from any security held to secure performance of contract. In the case of a subcontractor, the contractor is responsible for paying the employee and recovering the money from any moneys payable to the subcontractor.

An employer who violates the Act is liable to a fine of up to \$100 for each day the offence continues or to imprisonment for up to three months or both if an individual or to a fine of up to \$1,000 a day if a corporation.

If an employer has been convicted of a failure to pay wages, the magistrate must order him to pay the amount owing together with costs.

### SASKATCHEWAN

An amendment to the Saskatchewan School Attendance Act raised the statutory school-leaving age from 15 to 16 years, effective July 1, 1964.

### BRITISH COLUMBIA

The British Columbia Trade-schools Regulation Act, which requires trades schools to register with the Minister of Labour, was amended to prohibit operators of such schools from charging a fee for

giving employment to any person, for finding work for students or for providing any person with information regarding an employer seeking workers.

## Labour Relations Legislation in 1964

*Quebec adopts new labour code. Alberta, Nova Scotia and Ontario amend labour relations laws. New Brunswick gives certain negotiating rights to association of civil servants*

At the 1964 sessions of their provincial Legislatures, five provinces—Quebec, Alberta, Nova Scotia, Ontario and New Brunswick—enacted legislation dealing with employer-employee relations.

Quebec adopted a new Labour Code, which incorporated provisions of seven earlier laws dealing with labour-management relations and introduced a number of significant new features. Among other changes, it extended coverage to virtually all workers in the province; granted most public service employees, whether employed by municipal or provincial government agencies or private companies, the right to strike; and introduced new union security provisions.

Amendments to the Alberta Labour Act revised the arbitration provisions and placed restrictions on a union's right to discipline its members.

In Nova Scotia, amendments to the Trade Union Act made the Labour Relations Board responsible for hearing unfair labour practice charges, introduced some changes in the conciliation provisions, and authorized preferential hiring agreements. The section of the Coal Mines Regulation Act dealing with deductions from miners' wages for union dues was reworded.

In Ontario, amendments to the Labour Relations Act made some changes in the conciliation provisions and gave higher status to voluntary recognition. Amend-

ments to the Police Act made improvements in collective bargaining procedures for policemen.

In New Brunswick, amendments to the Civil Service Act recognized the Civil Service Association of New Brunswick for the purpose of representing civil servants in negotiations with the government. A bill that would have introduced some 19 amendments to the Labour Relations Act was withdrawn for further consideration, after being referred to the committee of the whole House.

## QUEBEC

The Quebec Labour Code, which went into force on September 1, is more than a consolidation of existing legislation. Besides incorporating some of the provisions of seven earlier laws dealing with labour relations matters, including the Labour Relations Act, the Public Services Employees Disputes Act and the Quebec Trade Disputes Act, it also introduces a number of new principles and a new philosophy. This was emphasized by the Premier in a Speech to the Legislative Assembly on the final day of the debate on the Bill. He said that the Bill in its final form represented "an evolution in the thinking of the Government in labour relations."

"It is evident that in all the democratic countries of the world economic forces are tending more and more to replace judicial forces in the world of industrial relations", the Premier said. "In Quebec, it was time that we acted like other countries, that we recognized that this opinion prevailed. . . ."

The new Code has extended coverage to virtually all workers in the province and has granted most public service employees the right to strike, subject to restrictions similar to those in the United States Taft-Hartley Act. The voluntary, revocable check-off has been introduced, and timber operators and owners of mining enterprises are now obliged to grant access to their properties to union organizers with permits from the Labour Relations Board.

Conciliation procedures have been simplified, the result being that the conciliation officer stage is now the only compulsory step, and the parties are free to engage in a strike or lockout 60 days after conciliation is first requested (90 days in the case of a first agreement).

The Code also authorizes regulations establishing special certification procedures for the building trades and for logging operations. Two controversial provisions adopted in 1954 that required the Labour Relations Board to refuse to certify, or to

decertify a union if any of its officers had engaged in Communist activities, or called a strike against a public service, have been dropped.

The new Code represents the third draft, a first draft having been introduced in June 1963 and a second in January 1964. The first version of the Code, which was drafted in consultation with the Superior Labour Council, would have introduced the compulsory, secret strike vote and established a permanent court of arbitration composed of district judges to decide disputes involving public service employees. It also included new provisions similar to those in the final draft, dealing with the check-off, a union's right of access to logging camps, and certification and conciliation.

After first reading, this bill was referred to the Committee on Industrial Relations and held over for further consideration in the light of representations made at the public hearings.

The second draft made few changes in the original Bill. It did, however, include a new provision making it illegal for an employer to discharge an employee for engaging in a legal strike.

This second draft also introduced two other new provisions to which unions raised strong objections (Articles 54 and 57). One, which the unions said would place the whole issue of collective agreements in the hands of the civil courts, stated: "A collective agreement shall give rise to all the rights and recourses provided by law for the enforcement of obligations."

The other controversial provision, which some union leaders claimed provided an open invitation for members to stay outside a union, provided that: "The provisions of the collective agreement that are applicable to an employee shall, by the operation of law, form part of his individual contract of employment and, notwithstanding any waiver, he may claim the advantages thereof."

As a result of strong union protests, which included a threatened general strike by the Quebec Federation of Labour, the Government dropped these two provisions from the third draft of the Code introduced on May 12, as well as the provision regarding strike votes.

According to press reports, the Minister stated that this was done to facilitate the development of new jurisprudence in labour relations.

"The Government believes that the collective agreement is the cornerstone of employer-employee relations", he said. "It



wishes to allow all possible latitude for the definition of rights and obligations and the establishment of more efficient procedure for the regulation of grievances."

The provisions respecting public service employment, which had also been criticized by unions as well as by other groups, were left unchanged, pending the report of the Special Committee of the Legislature appointed to study collective bargaining in the provincial government service, hospitals, school boards and municipalities.

In July, after this Committee had submitted its final report, the Premier tabled new provisions extending the right to strike to most workers in public service employment, with provision for government intervention in times of emergency.

**Coverage**—In the new Code, the term "employee" is broadly defined to include any person who works for an employer and for remuneration. This means that virtually all workers in the province, including professional employees, domestic servants and farm workers, are within the scope of the new law and have the right to organize.

The only exemptions are directors or officers of a corporation, managers, superintendents, foremen and persons who represent the employer in his relations with his employees. Civil servants subject to the Civil Service Act (except employees of the Quebec Liquor Board) and members of the Quebec Provincial Police Force are also excluded.

Some restrictions, however, are imposed on professional employees and farm workers. Members of certain professions (lawyers, doctors, homoeopaths, druggists, dentists, veterinarians, civil engineers, land surveyors, architects, forestry engineers, optometrists, opticians and chartered accountants), and students in these professions, now have the right to organize; but any unions formed out of such associations must be made up exclusively of members of the same profession.

Farm workers are not considered employees for certification purposes, if fewer than three persons are regularly employed in the operation of the farm. In all other cases, a single employee may now constitute a group for certification purposes.

**Right of Association and Union Security**—The Code re-affirms the right of employers and employees to belong to associations of their own choosing, and introduces new safeguards to protect the exercise of that right in outlying lumbering or mining camps where employees live on premises controlled by the employer.

It is now mandatory for the owner of a mining enterprise to allow a union representative with a permit from the Labour Relations Board access to lands where employees are living, and to provide him with food and shelter at the prices charged employees.

The obligations imposed on timber operators go even further. Besides granting a union organizer access to logging camps and providing him with food and lodging at the rates charged employees under an applicable minimum wage order, the timber operator must, on request, advance an employee the money to pay the union entrance fee and the first dues, provided the employee has that amount to his credit.

The above provisions do not apply to farmers or settlers who carry on logging operations on their own property.

The general ban against holding union meetings at the place of employment, unless a union has been certified and has obtained the consent of the employer, has been relaxed to some extent with respect to logging camps. As a result, union meetings may now be held in buildings where loggers take their meals, provided the required formalities have been observed. Meetings in employees' living quarters are again prohibited, however.

The voluntary, revocable check-off of union dues has been introduced. The Code makes it obligatory for an employer to honour a written assignment to a certified union.

In line with this change, the general prohibition against coercion or intimidation in seeking or discouraging membership in an association has been strengthened by a proviso forbidding any person to try to force an employee to make, or to cancel, a written assignment of wages to an association.

**Certification**—An association of employees (defined as a group of employees constituted as a professional syndicate, union, brotherhood or otherwise, having as its object the study, safeguarding and development of the economic, social and educational interests of its members, and particularly the negotiation and application of collective agreements) is entitled to be certified if it comprises the absolute majority of the employees of an employer, or of the employees whom the Labour Relations Board has designated as a separate unit for purposes of the Act.

As noted earlier, a single employee, other than a farm worker, may now be considered a unit for certification purposes.

Time limits for the raising of representation issues are clearly set out in the new Code. If a group of employees is not already represented by a certified association, a union may apply for certification at any time. After certification has been granted, it will be protected for 10 months, if a collective agreement has not been made and a dispute has not been submitted to arbitration.

If there has been no agreement and no recourse to a strike or lockout, a rival union may apply for certification six months after the date on which a strike or lockout may legally begin. If there has been an agreement or an arbitration award, another union may apply for certification any time from the 60th to the 30th day before the expiry date of the agreement or award. If certification is refused, another application may not be filed for three months.

Within these same periods, the Board may cancel a certification if an association has lost its majority or has ceased to exist.

Another important change is that the new Code recognizes that certification procedures designed for a factory with a permanent work force are not suitable for seasonal industries such as construction and logging. Accordingly, the Board is now authorized to establish, by regulation, special certification procedures for construction and logging that would take into account the temporary and seasonal nature of these industries.

One other province, Ontario, has enacted special provisions for the construction industry. Quebec is breaking new ground, however, in authorizing special procedures for the logging industry.

The successor-employer clause, adopted in 1961, has been incorporated without change. It states that "the alienation or operation by another in whole or in part of an undertaking otherwise than by judicial sale will not invalidate any certificate issued by the Board, any collective agreement or any proceeding for the securing of a certificate or the carrying out of a collective agreement".

It further provides that the "new employer, notwithstanding the division, amalgamation or changed legal structure of the undertaking, is bound by the certificate or collective agreement as if he were named therein, and shall become *ipso facto* a party to any proceeding relating thereto, in the place of the former employer." The Board, as before, is empowered to record the transfer of rights and obligations and to settle any difficulties that may arise in such cases.

**Collective Agreements**—The Code expressly states that, after the prescribed notices have been given, negotiations must be begun and must be carried on diligently and in good faith.

It further provides that a collective agreement may contain any provision respecting conditions of employment that is not contrary to public order, or prohibited by law. Either party may now demand that the agreement be drawn up in both the English and French languages. As before, the term of a collective agreement may not be less than one year or more than three.

A collective agreement made by a certified or recognized association is binding on all the present or future employees contemplated by the certification or recognition. Similarly, a collective agreement made by an employers' association is binding on all present and future members.

The Code further provides that a certified or recognized association may "exercise all the recourses which the collective agreement grants to each employee whom it represents, without being required to prove that the interested party has assigned his claim". The claims of several employees against the same employer may be cumulated and the total claim will determine the competency of the court of original jurisdiction, as well as that of the court of appeal.

**Conciliation**—Conciliation procedures have been simplified. The conciliation board stage has been eliminated, leaving the conciliation officer stage as the only compulsory step.

Upon notification, conciliation services will, as before, be made available if negotiations have been carried on for 30 days and no agreement has been reached, or if either party believes that negotiations will not be completed within a reasonable time. The Code stipulates that the parties to the dispute must attend all meetings to which they are called by the conciliation officer. The conciliation officer now has 30 days, instead of 14 days, in which to try to effect a settlement, unless the parties agree to an extension.

If an agreement is not reached, the parties are now free to engage in a strike or lockout 60 days after they have notified the Minister that negotiations were unsuccessful (90 days in the case of a first agreement).

**Councils of Arbitration**—Although the conciliation officer stage is now the only compulsory step, a dispute may be referred to a council of arbitration upon the written request of both parties. As before, a council of arbitration is to be composed of a representative of each of the parties and a president chosen by the two nominees, or



by the Minister of Labour if the representative members fail to select one within the prescribed time.

A new feature is that every president of a council of arbitration appointed by the Minister must now be selected from a panel of 25 names drawn up annually after consultation with the Superior Labour Council.

The council of arbitration must make its award within 60 days after the appointment of the president. Upon the president's request, the Minister may extend the time limit for an additional 30 days, if he deems it in the interest of justice and of the parties, or for a further period if necessary.

The award of a council of arbitration will have the same effect as a collective agreement and will bind the parties for a maximum period of two years. The Code further provides that an award "may be executed under the authority of a court of competent jurisdiction at the suit of a party who shall not be obliged to implead the person for whose benefit he is acting."

**Strikes and Lockouts**—Strikes by uncertified or unrecognized unions continue to be forbidden, which means that it is still illegal for unions to use a strike as an organizational weapon, or as a means of forcing recognition upon an employer.

A strike during the period of a collective agreement is also forbidden unless the agreement provides for revision during its term and the prescribed conditions have been observed. A lockout is prohibited except where an association of employees has acquired the right to strike.

As previously noted, a strike or lockout may not begin until after the prescribed delay; that is, 60 days after notifying the Minister that negotiations were unsuccessful (90 days in the case of a first agreement).

An important new provision makes it illegal for an employer to discharge an employee for engaging in a legal strike. The Code explicitly states that "no person shall cease to be an employee for the sole reason that he has ceased to work in consequence of a strike or lockout."

**Grievance Procedure**—A grievance (that is a disagreement respecting the interpretation or application of a collective agreement) must, as before be referred to arbitration. The Code stipulates that every grievance must be submitted to arbitration in the manner provided in the agreement, if it so provides and if the parties abide by it. Otherwise, it must be referred to an arbitration officer chosen by the parties, or failing agreement, by the Minister.

During the term of a collective agreement, any disagreement other than a grievance must be settled in the manner, and to the extent provided in the agreement.

**Public Service Employment**—Public service employees have been granted the right to strike, subject to certain restrictions similar to those in the Taft-Hartley Act.

The new rules apply to the following categories of public service employees: persons employed by municipal and school corporations; hospital workers; persons employed in sanatoria, mental institutions, hospices, crèches and orphanages, universities, colleges and convents; workers employed in communication and transportation industries (telephone, telegraph, boat, tramway, autobus, trucking or railway); and employees in companies providing utility services (gas, water, electricity and garbage collection).

Under the former legislation governing public service employment—the Public Services Employees Disputes Act—employees in the above categories, except those employed in trucking or garbage collection, had the right to associate and to affiliate, but were forbidden to strike and were compelled to submit all disputes to arbitration.

Under the Code, public service employees may now resort to strike action, provided that the prescribed delays have elapsed and the Minister has been given at least eight days' written notice.

The Code provides, however, for government intervention in strikes in public services in times of emergency. If, in the opinion of the Lieutenant Governor in Council, a threatened or actual strike in a public service endangers the public health or safety, he may appoint a board of inquiry, which will have the same powers as a council of arbitration. The board of inquiry must inquire into the facts of the dispute and submit a report to the Minister within 60 days. In its report, the board of inquiry must not "pronounce any decision or make recommendations, but must confine itself to ascertaining the facts."

In extremely serious public service disputes, injunction proceedings may be instituted. After a board of inquiry has been appointed, a judge of the Superior Court may, upon the petition of the Attorney General, grant such injunction as he deems appropriate to prevent or terminate a strike, if he finds that the strike imperils the public health or safety. If such an injunction is granted, it will automatically terminate not later than 20 days after the expiration of the 60 days given the board of inquiry to submit its report.

As before, collective agreements covering employees of municipal or school corporations must be for a term of 24 months, and may not contain any clause conflicting with the rights and powers granted by law to municipal or school authorities respecting the hiring, suspension or dismissal of their employees.

**Policemen and Firemen**—Policemen and firemen are subject to the same restrictions as formerly.

Municipal constables are still forbidden to join an employees' association that is not composed entirely of municipal constables, or that is affiliated with another organization. Policemen and firemen are forbidden to strike. Any dispute between a municipal corporation and a certified or recognized association of policemen or firemen must be referred to a council of arbitration upon the report of the conciliation officer.

If either party fails to nominate its representative within 10 days after being requested to do so, the Minister will appoint the member. If the representative members cannot agree on a president, the Minister will select one from the panel described above.

In the event of any other kind of disagreement between a municipality and a policemen's or firemen's association, other than a contract negotiation dispute or a grievance, the Minister may instruct a conciliation officer to meet with the parties and try to effect a settlement. If no agreement is reached, the Minister may, after receiving the conciliation officer's report, refer the disagreement to a council of arbitration, even though some other method of settlement was provided for in the collective agreement.

The Code protects municipalities against awards that would disturb existing budgets. No provision of an arbitration award that would result in increased expenditures for a municipality may carry more than 12 months retroactivity, or take effect until the end of the current fiscal year.

**Quebec Provincial Police Force**—As previously noted, members of the Quebec Provincial Police are not considered employees within the meaning of the Act. The Code expressly prohibits members of the Provincial Police Force from joining an association of employees, that is, any professional syndicate, union, brotherhood or other group having as its object the study, safeguarding and development of the economic, social and educational interests of its members, particularly the negotiation and application of collective agreements. The ban on strikes is also continued.

**Provincial Civil Servants**—Although the provincial government is deemed to be an employer under the Code, civil servants governed by the Civil Service Act, except those employed by the Quebec Liquor Board, are expressly excluded. In addition, their right to associate and to affiliate is still restricted. They may not be members of an association of employees, nor may they join any group affiliated with such an association. The only exceptions are civil servants of the professional class, who may belong to a federation composed of members of the same profession.

As before, civil servants are forbidden to strike.

**Teachers**—The Code does not apply to teachers, but it is expected that special legislation governing teachers will be introduced at the next session. Meanwhile, they will continue to be bound by the Act respecting school and municipal corporations, which means that any dispute involving teachers and a school board must be submitted to a council of arbitration established under the Act.

**Labour Relations Board**—The Labour Relations Board has been reorganized. The new body—to be known as the Quebec Labor Relations Board—is to be comprised of a chairman, five vice-chairmen and eight representative members recommended by the most representative labour and employers' associations.

Under the new Code, the representative members of the Board will be permitted to sit, but not to vote in an "inter-union process", that is, a dispute in which associations of employees are opposed to one another.

Cases involving the dismissal, suspension or transfer of employees for union activity will be heard by the board as a whole or by a panel composed of the chairman, a vice-chairman and at least two representative members.

The burden of proof that an employee was discharged, suspended or transferred for a "good and sufficient reason" and not for exercising a right guaranteed him by the Code still rests with the employer. As before, if the Board finds the employee's complaint was justified, it may order the offending employer to re-instate him, with all his rights and privileges, and to compensate him for his losses.

## ALBERTA

Among other changes, the 1964 amendments to the Alberta Labour Act placed certain restrictions on a union's right to discipline its members, revised the arbitration provisions, and set out rules for voting



on a conciliation board's award when two or more employers are jointly bargaining with a trade union.

**Certification**—Some changes were made in the section setting out criteria for determining the representative character of a union for certification purposes. Besides a person who is a member in good standing, an employee who has applied for membership in a union, and has paid the required initiation fee not longer than three months before the date of the application for certification, will now be regarded as having selected the applicant union to be his bargaining agent.

If a representation vote is taken, only the employees who were in the unit on the day the application was made, or on another day fixed by the Board of Industrial Relations, are now eligible to vote.

Another amendment gave the Board discretionary authority to alter the description of the unit of employees affected by an application for certification, if it considers it desirable to do so.

**Collective Bargaining**—Several amendments to the collective bargaining provisions are concerned with multi-employer bargaining. One provides that a collective agreement between an employers' organization and a union is binding on every person who was a member of the employers' organization at the time the collective agreement was entered into, and on whose behalf the employers' organization bargained collectively. It further provides that if an employer ceases to be a member of the employers' organization he will, nevertheless, be bound by the agreement until it expires.

When an employers' organization begins to bargain, it must now provide the union with a list of all the employers on whose behalf it is bargaining; and if it fails to do so, it will be deemed to be bargaining for all the members of the organization. The only exception is an employer who, either personally or through the employers' organization, has notified the union within the prescribed time that he will not be bound by a collective agreement between the employers' organization and the union.

The section providing for the continuation of a certification and of a collective agreement when a business changes hands was amended to give the Board authority to decide the questions that arise when different groups of employees are intermingled following a sale or merger of businesses. Upon the application of any person or trade union affected, the Board may: (1) determine whether the employees concerned constitute one or more appropriate

units for collective bargaining; (2) declare which trade union, if any, is the bargaining agent for the employees concerned; and (3) amend, if necessary, any certificate or any bargaining unit defined in any collective agreement.

In addition, the Board may declare which collective agreement, if any, is to continue in force, and to what extent, and which, if any, is to terminate.

The amended Act sets out a procedure for voting on the award of a conciliation board when two or more employers are bargaining jointly with a trade union. The bargaining agent and two or more employers may agree that any of the latter's employees who are affected by the award may vote as one unit. They may further agree that the employers concerned may accept or reject the award by majority vote in a secret, government-supervised vote held the same day as the employees' vote. If an employer declines to be a party to such an agreement, his employees will vote as a separate unit.

The amended Act further provides that, if the conciliation board's award is accepted by a majority of the employees voting as a unit, and by a majority of the employers who jointly bargain with the union, the award is binding on the employers who were parties to the agreement and on the employees affected thereby, and must be included in a collective agreement.

**Strikes and Lockouts**—Some minor amendments have been made to the section regulating strikes and lockouts. The Act now states that, when notice of a meeting to begin collective bargaining has been served by either party in accordance with the Act or with the terms of a collective agreement, no employer who gives or receives the notice may cause a lockout, and no employees of that employer may go on strike, until 14 days after the employees have voted on the conciliation board's award. This time limit will not, of course, apply if conciliation services have been refused by the Minister.

Strike action is again prohibited until a strike vote has been taken. As before, a union may not call a strike, and no employee may go on strike, unless a majority of employees in the unit concerned have voted in favour of a strike in a secret, government-supervised strike vote. In addition, the Act now makes it illegal for an employee to go on strike until at least two days after the union has notified the employer that the employees are going on strike. Similarly, an employer is now required to give the union at least two days written notice of a lockout.

Special rules now apply when two or more employers are bargaining jointly. If, in accordance with an agreement, two or more employers who bargain jointly have voted on an award and have rejected it, no employer who was a party to the agreement may cause a lockout until after a majority of the employers have voted in favour of a lockout in a government-supervised vote. If the employees of these employers vote as one unit, no employee may go on strike until a majority of the employees entitled to vote have voted in favour of a strike.

**Arbitration**—The arbitration provisions have been extensively revised, one change being that the issue of arbitrability must now be arbitrated. The amended Act provides that every collective agreement must include a provision for final settlement—by arbitration or such other method as may be agreed upon by the parties—of all differences concerning the interpretation, application, operation or alleged violation of the agreement, including any question regarding arbitrability.

In line with this change, the statutory arbitration clause that is deemed to be included in every private agreement that does not provide for the settlement of differences has been reworded to cover the question of arbitrability.

Although no specific qualifications for arbitrators are laid down, a conflict-of-interest clause has been introduced. It states that, unless otherwise provided in a collective agreement, any person is eligible to be appointed to a position, other than that of chairman, on an arbitration board; but no person may be appointed as an arbitrator who is directly affected by the matter before the arbitration board, or who has been involved in a previous attempt to negotiate or settle the matter.

Upon complaint of either party that an award has been unduly delayed, the Board of Industrial Relations may, after consulting the parties and the arbitrator or arbitration board, issue whatever order is necessary to speed up procedures.

The arbitrator or the chairman of the arbitration board, as the case may be, is now given the same power to compel the attendance of witnesses as a court of record in civil cases. He is also authorized to administer oaths, to enter and inspect workplaces and to interrogate persons.

Very detailed new enforcement provisions have also been added. If any of the terms of an arbitration award are not complied with, any party, employer, bargaining agent or employee affected by the award may, after notice to the parties concerned, apply to the Supreme Court of Alberta, by

way of a notice of motion, either for an order confirming the award and declaring that it be entered as a judgment of the Court, or for an order setting the award aside.

If the application for a confirming order is unopposed, the presiding judge must confirm the award and order it to be entered as a judgment of the Court, thereby making it enforceable as a court order.

Where an application for a confirming order is opposed or where an application is made to have the arbitration award quashed, the judge has discretionary power to set the award aside if the arbitrator has misconducted himself or the proceedings or if the arbitration award has been improperly procured.

The Court is now given discretionary authority to remove an arbitrator if he has misconducted himself or the proceedings, and to set aside the award.

The Court is further empowered to quash an award if it considers that the question is not arbitrable, or to order an issue previously held to be non-arbitrable to be tried by an arbitrator or arbitration board.

At the discretion of an arbitrator or arbitration board or upon the direction of the Court, any question of law arising in the course of the arbitration, or an award or any part of an award, may be referred to the Court for a decision by way of stated case.

Another amendment makes it clear that the Arbitration Act does not apply to arbitrations under collective agreements.

**Restrictions on Union Disciplinary Powers**—Certain restrictions have been placed on a union's right to discipline its members.

The amended Act prohibits a union or any of its officers from imposing a pecuniary or other penalty on any person for engaging in employment in accordance with the terms of a collective agreement.

Except when a legal strike is in effect, a union is forbidden to penalize a person for working in a non-union shop, if it is unable to find him employment with an employer who has an agreement with the union.

Any trade union, or any of its officers or representatives, who discipline a member contrary to the above provisions is guilty of an offence. In addition to any other penalty imposed, the convicting magistrate must order the officer or representative of the union to refund the amount of any fine levied against the member, and to remove any other penalty imposed. A union officer or representative who does not comply with the magistrate's order is liable to imprisonment for a term of from 10 to 90 days.

The above provisions apply to employees' organizations as well as to unions.



**Union Returns**—In its return to the Minister showing the names and addresses of its officers, a union must now specify those officers authorized to execute collective agreements on behalf of the union. Instead of being filed annually, this return must now be forwarded within 30 days of the election or appointment of such officers.

## NOVA SCOTIA

### Trade Union Act

Amendments to the Nova Scotia Trade Union Act made the Labour Relations Board responsible for handling unfair labour practice charges, introduced some changes in the conciliation provisions, clarified the right of an employer to make his position known, and added a new union security clause.

According to press reports, the Minister of Labour said the amendments were essentially those recommended by the Joint Labour-Management Committee that was set up in 1962 to study the report of the MacKinnon Fact-Finding Body. He also said that these recommendations were the first to be submitted to the Government since the Committee agreed to a moratorium on further appeals to the Legislature for amendments to the Act until all approaches to closer union-management action had been examined.

Responsibility for dealing with unfair labour practice charges is now vested in the Labour Relations Board. Previously, complaints were filed with the Minister of Labour, who had authority either to assign an officer to investigate the matter or to appoint an industrial inquiry commission. If the grievance remained unsettled, he could then grant the aggrieved person consent to prosecute. If the offence was proved in court, the convicting magistrate could order the employer to reinstate the employee and compensate him for his losses.

Now, an unfair labour practice charge must be filed with the Labour Relations Board. The executive officer of the Board, or an officer of the Department of Labour designated by him, will investigate the complaint and try to settle the matter. If the officer is unable to effect a settlement, the Board may make a more searching inquiry into the matter and, if it finds the complaint justified, may order the offending party to cease doing the act complained of and to make such restitution as it considers proper under the circumstances. In addition, the Board has discretionary power to order an employer to re-instate an employee and to compensate him for lost earnings.

Upon complaint of an interested party, the Board may file a copy of its order in the Supreme Court, thereby ensuring its enforcement.

A number of changes were made in the conciliation procedures, with complementary amendments in related provisions.

In line with the trend in recent years, the conciliation procedures have been amended to place more reliance on conciliation officers and less on conciliation boards. Conciliation boards will no longer be appointed at the request of one of the parties or at the Minister's discretion, but only if requested by both parties.

As before, a strike or lockout is prohibited until seven days after receipt by the Minister of the report of a conciliation board. But, if after receiving the report of a conciliation officer the Minister does not appoint a conciliation board, the parties are now forbidden to engage in a strike or lockout until 21 days after submission of the conciliation officer's report; previously, the parties could resort to economic sanctions 15 days after notification that there would be no board.

The Joint Labour-Management Committee, which recommended that the time limit be extended, said that this would "provide a longer period for further serious bargaining before severe economic action is taken by either party."

As before, any provision in a collective agreement requiring an employer to discharge an employee because he is a member of another union is not valid, but a preferential hiring clause is now permitted. Under the amended Act, it is now legal to include in a collective agreement a provision requiring membership in a specified union as a condition of employment, or granting preference of employment to members of that union.

If a preferential hiring clause is included in a collective agreement, persons who were not members of the contracting union when the amendments were introduced are, however, protected against loss of employment.

The Act expressly states that a preferential hiring clause will not affect any person who, on February 15, 1964: (a) was an employee of an employer who was party to an agreement containing such a provision; (b) was not a member of the contracting union or paying dues to that union; (c) was a member of another union; unless he subsequently ceases to be a member of the other union or joins the contracting union.

Another new provision has clarified an employer's right to make his position known. It states that nothing in the section prohibiting an employer from interfering in the

formation of a trade union, or from discriminating against employees for trade union activities, is meant to "deprive an employer of his freedom to express his views so long as he does not use coercion, intimidation, threats or undue influence."

### **Coal Mines Regulation Act**

The section of the Nova Scotia Coal Mines Regulation Act dealing with deductions from miners' wages was reworded to remove the clauses setting out the conditions under which deductions for union purposes could be made, and to provide that henceforth such deductions were to be made in accordance with section 67 of the Trade Union Act.

## **ONTARIO**

### **Labour Relations Act**

Amendments to the Ontario Labour Relations Act transferred the power to grant conciliation services from the Labour Relations Board to the Minister of Labour, gave higher status to voluntary recognition by an employer of a trade union, and extended to post-conciliation proceedings the protection against disclosure previously accorded to formal conciliation proceedings.

The Minister said that the amendment transferring the power to grant conciliation from the Board to the Minister was designed to speed up the conciliation process. It would, he said, relieve the Board of certain routine procedures and make for more informality in the disposition of requests for conciliation services.

Under the amended Act, when notice of a desire to bargain has been given, the Minister, is obliged to appoint a conciliation officer upon the request of either party. The provision requiring the parties to bargain for a minimum period of 35 days before either side could seek the services of a conciliation officer has been dropped. The provision that made it possible to deny a request for conciliation if the union had not been represented by a bargaining committee during negotiations was also deleted.

The new provision dealing with voluntary recognition states that, when an employer and a trade union have signed an agreement recognizing the trade union as the exclusive bargaining agent of the employees in a defined bargaining unit, the Minister may, upon the request of either party, appoint a conciliation officer to confer with the parties and endeavour to effect a collective agreement. Formerly, the Act recognized voluntary agreements and permitted conciliation services to be made available on contract renewal negotiations, but not to an

uncertified union engaged in collective bargaining in the first instance.

To guard against what the Minister called "sweetheart deals," the Labour Relations Board is empowered to look into the validity of a collective agreement made after voluntary recognition in the first year of its operation. Upon the application of any employee in the bargaining unit, or of a trade union representing any employee in the unit, the Board may, after inquiry, declare that the trade union was not, at the time the agreement was made, entitled to represent the employees in the bargaining unit, in which case the collective agreement will cease to operate. If such an inquiry is made, the onus of establishing that the union was entitled to represent the parties rests on the parties to the agreement.

Post-conciliation proceedings are now afforded the protection from disclosure previously given to formal conciliation proceedings. Another amendment gives members of conciliation boards the protection previously given to conciliation officers. No member of a conciliation board may be forced to be a witness in proceedings before a court or other tribunal respecting any information received by him, or statement made by him in the course of his duties. Referring to these latter amendments, the Minister said:

Any effort to abrogate the immunity which the officials of the department or members of conciliation boards have with respect to information which has been conveyed to them in the course of their duties to conciliate or mediate a dispute—any attempt to abrogate that protection or indeed, any threat to that protection—would undermine and quickly destroy the entire conciliation procedure.

### **Police Act**

Amendments to the Ontario Police Act made a number of changes designed to improve collective bargaining procedures for policemen.

A municipal council or board must now begin bargaining with a police bargaining committee 60 rather than 120 days after receipt of the request.

A police bargaining committee may now be accompanied by one legal or other counsel. Previously, a police bargaining committee was restricted to one adviser who was a working policeman.

Another amendment gave policemen the right to bargain for grievance procedures.

If either party desires to refer a difference to arbitration, the parties now have 10 instead of 14 days in which to select an arbitrator. If they cannot agree, the Attorney General must, as before, appoint an arbitrator. The arbitrator is now required



to give his decision within 30 days. Previously, no time limit was set. The costs of arbitration proceedings are to be shared equally by the parties.

## NEW BRUNSWICK

### Civil Service Act

Amendments to the New Brunswick Civil Service Act gave provincial civil servants limited negotiating rights, and recognized the Civil Service Association of New Brunswick as the employee organization authorized to represent civil servants in all employee-employer negotiations.

The amended Act states that civil servants of the province have the right to organize into groups for their mutual interest, and to negotiate with their employer on matters of salary, working conditions and such other matters affecting employee welfare as may be determined by regulation.

The Act makes it quite clear, however, that the right to negotiate does not include "the right to strike, work stoppages or work to rule action." It further stipulates that if any group of employees engages in such activities "with the support, condonation or passive action of the Civil Service Association of New Brunswick," the Association will immediately lose its right to negotiate.

Procedures are not defined in the Act, but are to be prescribed by regulation. The Act does, however, stipulate that meetings are to be held at least once a month, except when the Legislative Assembly is in session, unless waived by mutual consent.

No new machinery has been established so far. New regulations issued in August authorized continuance of the Joint Council, which was originally established in 1960, but did not grant it any additional powers. As before, the Joint Council is authorized to consult with the Government on questions of salary and working conditions and to promote good will and understanding, but has no means of implementing its decisions. In this respect, the New Brunswick legislation differs from the Ontario Public Service Act, which makes it mandatory for a government department or agency to implement a decision of the Joint Council, and provides for the establishment of a Civil Service Arbitration Board with authority to make a binding decision in the event of a stalemate.

### Labour Relations Act

A Bill to amend the New Brunswick Labour Relations Act, after being referred to the committee of the whole House, was withdrawn for further consideration. Among other changes, this Bill proposed to introduce a lengthy new arbitration section similar to that adopted this year in Alberta, and a successor-employer clause to protect a certification or collective agreement when a business changed hands.

It would also have extended coverage to professional employees, and would have authorized the Minister of Labour to appoint an inquiry commission as an alternative to a conciliation board in a contract negotiation dispute.

## Technological Change on Canadian Railways

*Nature and effects of technological change on one division of Canadian railway industry is subject of latest bulletin in series, Research Program on Training of Skilled Manpower*

The nature and effects of technological change in one section of the Canadian railway system are described in considerable detail in a new bulletin, *Technological Changes in the Railway Industry, Maritime Area of CNR, 1948-60*, just published by the Department of Labour. The bulletin is No. 12 in the series, Research Program on the Training of Skilled Manpower, prepared by the Economics and Research Branch of the Department.

The territory covered by the study comprises Nova Scotia, New Brunswick, Prince Edward Island and a small number of sub-

divisions in Eastern Quebec. Newfoundland was not included on account of certain differences in the railway system in that province compared with that in the rest of the Maritimes.

It also explains that the Maritime area was chosen for the study because "Canadian National has, generally speaking, introduced most of its programs of technological change into the Maritime area first."

The Introduction points out, however, that "there is a serious question as to the degree to which our limited study is representative of the entire railroad industry in Canada."

The publication is divided into six chapters: 1—The Maritimes and the Transportation Industry, 2—Specific Clusters of Technological Changes and their Employment Effects, 3—Productivity, 4—Aggregate Changes in Employment, 5—Analysis of Occupational Changes, and 6—Technological Change and Career Patterns. There are 28 tables and two charts in the bulletin.

The "specific clusters of technological change" dealt with in Chapter 2 are grouped under the following heads: dieselization, centralized traffic control, humpyards, merchandise services, trailer-on-flat-car operations ("piggy-back"), improved equipment, integrated data processing, technological changes in the maintenance of ways and structures, and other changes in technology.

The changes in employment dealt with in Chapter 4 cover: total employment by skill levels, supervisory and non-supervisory employees, office and non-office employment, and seasonal fluctuations of employment.

In commenting on the position of the transportation industry in the Maritimes, Chapter 1 points out that, although in Canada as a whole the railway industry has been faced during the postwar period with sharp competition from other forms of transport, in the Maritimes it has fared somewhat better than in other parts of the country.

One reason given for this is that, while in other parts of Canada air transport and oil pipelines have become formidable competitors of the railways, "there are no oil pipelines in the Maritime area. Furthermore, the tonnage carried by airlines in this area is negligible." Road and water transport, therefore, are the only competing forms of transport to be taken into account.

Even water transport "which (on a nationwide scale) was able to increase its intercity ton-miles carried in the same proportion as the increase in all types of transportation services, failed to accomplish this in the Maritime area."

Summarizing the situation, the bulletin says:

It was found that the most important factors in the economic background, against which the changes in the level and composition of employment of the CNR Maritime area will have to be evaluated, are:

1. The relatively slower expansion of demand for transportation services in general;

2. The relative absence of competing forms of transport;

3. An early and extensive program of utilizing new techniques in this region.

Chapter 4, on Aggregate Changes in Employment, closes with the following observations:

In retrospect, an examination of changes in large employment aggregates indicates that, while total employment in the area declined from 1948 to 1960, employment opportunities increased somewhat in the "General" and the "Transportation: non-train" divisions, although both have been declining in size since 1957.

The most striking decline in employment occurred in the area of equipment maintenance, but the reduction in the number of jobs in the area of maintenance of ways and structures was only slightly less severe.

Notwithstanding the uneven distribution over time of both declines and increases in employment, it is important to note that, in the years 1958 to 1960, further reductions in personnel were possible even in the face of increasing volume of output.

It was further found that a significant increase in the skill composition of the labour force took place over the period.

In the period 1948 to 1960 a shift occurred toward employment of a large proportion of employees in supervisory or executive capacities, as well as in office work.

There were some interesting findings concerning seasonality of employment. First it was shown that the railway does provide relative stability of employment when compared to the rather strong seasonal fluctuations in total employment in the area . . . .

The planning of the study project, the field work, analysis and the writing of the report were carried out by P. R. Schweitzer, as an independent investigator on contract to the Minister of Labour, with the close co-operation of Phil Cohen of the Economics and Research Branch, and J. P. Francis, Branch Director.

Copies of this bulletin may be obtained from The Queen's Printer, Ottawa, price \$1.50.



# 35th Annual Meeting of the Canadian Chamber of Commerce

*Session of most interest to labour was panel discussion on subject, "Economic Planning—Strait Jacket or Catalyst?"*

The 35th annual meeting of the Canadian Chamber of Commerce was attended by 826 registered delegates representing 205 Boards of Trade and local Chambers of Commerce.

The theme of this year's meeting was "Progress Through Understanding." From a labour standpoint, the interest of the meeting centred on a panel discussion entitled "Economic Planning—Strait Jacket or Catalyst?" and this is the only session covered in this report.

The chairman of the panel was R.A. Emerson, Vice-President, Canadian Pacific Railway Company. There were three speakers: F. S. Capon, Vice-President of Du Pont of Canada Ltd.; R. M. MacIntosh, Assistant General Manager, The Bank of Nova Scotia; and Dr. Jacques Parizeau, professor at the Ecole des Hautes Etudes Commerciales, Montreal. The annual policy declaration of the Chamber, which was discussed and approved at the meeting, was presented to the federal Cabinet in November (see following story).

In the election of officers, A. J. Little of the Toronto firm of Clarkson, Gordon and Co. was elected president of the Chamber succeeding Howard T. Mitchell, President of the Mitchell Press, Vancouver. Maj-Gen. R. H. Keefer, President and Chairman of the Board of Northern Electric Company, Montreal, was made first national vice-president; and T. O. Peterson, Chairman of the Board, President and Chief Executive Officer of The Investors Group, Winnipeg, second national vice-president.

## **President's Address**

Current government policy threatens to leave industry too little savings and capital to offset the rising cost of wages, Howard T. Mitchell said in his presidential address to the convention.

Mr. Mitchell told the delegates people were scarcely aware of the revolution in governmental thinking that was taking them from the status of a people conservative in fiscal matters to the ranks of the most imprudently open-handed in the world in prospective new welfare spending.

The (Canada) pension plan, he said, would take large sums of money now available to finance the private sector of the economy and place them at government disposal.

"There is a rather frightening tendency of the public . . . to fail to identify itself as the eventually unhappy payer of the bill for government generosity."

Welfare, he said, could conceal excesses dangerous to the economic health of the country, producing the want for which more welfare spending is prescribed.

There was at present dangerously little deliberate cultivation in Canada of an understanding of our system, he said. He called on religion, labour, press and education leaders to co-operate with the Chamber "in defence of freedom of individual enterprise."

Canada is unique in her great employment of external capital, the speaker said. It is unthinkable that Canada should now form national policies hostile to foreign investment, but Canadians must be encouraged to own more of their own resources, plants and equipment, he said.

"This we can do by maximizing tax and legislative incentives to Canadians—encouraging them to show vigorous enterprise and to risk more of their capital resources in Canadian equities." If Canada is to be less dependent on foreign sources of capital, it must avoid governmental policies and tax demands that strip taxpayers of a great part of their ability to finance Canadian ownership and expansion, he said.

Canada had lived for a long time with a "massive adverse balance of trade" with the United States, Mr. Mitchell said. Temporarily by borrowing and by selling resource ownerships and corporate equities for U.S. dollars was progressive aggravation of the problem.

Since Canada is by a wide margin the greatest customer of the U.S., and more than half the equity in Canadian primary industry and of manufacturing was owned in the U.S., "it is pertinent to suggest that more than half the people working to find a long-term solution to this problem, mainly through tariff relief, should be Americans."

## ECONOMIC PLANNING—STRAIT JACKET OR CATALYST?

**F. S. Capon**

The establishment of a private economic study organization of the highest calibre to develop basic information and to publish economic recommendations for action in the market place was suggested by F. S. Capon.

Such a body, free from political pressures, could develop the mass of information needed for healthy economic debate. The public debate by economists, businessmen and politicians would not only facilitate the planning of production and distribution by business, and the planning of the most appropriate environment by government, but it would also support true democracy by informing the voting public on the alternative courses that might be supported by different political groups.

A private economic foundation could propose and discuss alternative courses of action, leaving the freedom of the market place to ensure the most effective employment of resources by those who would exercise their special judgments on the basis of the facts developed for the use of all.

The appointment of the Economic Council of Canada was an attempt by government to fill the void, Mr. Capon said, but he thought that a body appointed by government, no matter how noble its motives and how capable its people at the outset, would necessarily include some chosen for political reasons, "regardless of their ability to contribute to economic planning."

And any body reporting to government would be effective only if its recommendations or findings happened to suit the government of the day. "For all these reasons, the possibility that, in the long run, the Economic Council can solve our problems is, in my opinion, remote," he declared.

Mr. Capon spoke as a proponent of the private enterprise system, with economic direction by government reduced to a minimum. "If government is to establish an environment of peaceful growth and prosperity, its task is indeed vast: but it is not that of economic planning or direction," he contended.

We have already proven that, given an environment of freedom to operate within the competitive market place, economic planning is not necessary to ensure high productivity. Free competition, with economic decisions made by our individual corporations, will ensure both the most efficient use of resources and also the production of the goods and services wanted by a free people. So long as the market place is allowed to operate freely, there is no need for national economic planning.

The speaker did emphasize, however, the "great need for ever better economic information on which to base the myriad decisions that must be made by corporate managements as they operate in the free

market. There must be adequate, and current, knowledge of resources, of wealth generation and distribution, of capital formation, of government revenue requirements, of international trade and capital movements and all the countless factors which, by their interplay, determine the degree of prosperity at national and international levels."

High productivity, Mr. Capon argued, depended on having an intelligent and skilled people, and allowing them freedom to operate in the market place of the world. "Other factors are, of course, necessary, but the man who is free from constant restrictions on person or property, who may retain for his personal use most of the fruits of his added effort, will, over the long run put forth that added effort needed to produce more."

The fact that maximum freedom has produced maximum living standards did not mean that we had no need for government, but the responsibility of government was to protect people and property by administering the law. "Government encroachment into activities beyond the essential minimum or administering justice results inevitably in some degree of injustice, such as taking what belongs to one citizen in order to give it to another."

Mr. Capon said that he was not arguing "categorically that all such actions are wrong," but he did say that they were unjust, and were all "steps in a direction away from our economic goal of maximum prosperity for all."

There was in the world today an urge for security. "Led on by politicians and intellectuals, who are all too often influenced by self-interest or by self-righteous convictions that they know best what is good for their fellow men, people have been persuaded that, by some magic, government can plan the economy and, through guaranteed wages and pensions, 'free' health and other services, keep them from want. This is socialism, which in its ultimate form, has been operating in Russia for 50 years, and has been a colossal failure," he said.

He went on, however, to put forward the view that the private enterprise system is developing a phenomenon for which we must find an answer. In the past, we had assumed that wealth was generated by work, and would be chiefly distributed in the form of wages for work done. But this phase has ended.

"Technological developments make it possible to produce ever more, but using less



working hours. It is no longer work that produces all wealth—man is now starting to achieve his age-old dream of a life of leisure while machines (or capital) produce most of the wealth, and this can now proceed very rapidly.”

There was nothing wrong with a world in which machines, rather than men, produced wealth, Mr. Capon said; but in such a world the ownership of capital must be broadly distributed, “because wealth will have to be distributed largely as earnings on capital rather than as wages. We know how to become more and more productive, using the capital system, but to achieve this new kind of prosperity we must make our households capitalists. . . . Private enterprise has long since proved its ability to out-produce socialism, but it must solve the wealth distribution problem if it is to survive.”

“Plan we must,” the speaker said in conclusion. “But to prosper, we must plan and operate by a private enterprise system, functioning according to free market pressures and incentives. We must avoid the mediocrity and the rigidity of the planned economy with its destruction of the very incentives that have made us great.”

#### **R. M. MacIntosh**

In the Canadian economy, planning is simply a more organized attempt to apply foresight and rationality to our common economic problems. This was the view taken by R. M. MacIntosh.

Such planning must be voluntary and must represent all the main groups interested, working through existing private and public organizations. Responsibility for the general level of economic activity would remain where it now was, in the hands of the recognized fiscal and monetary authorities.

Within such a framework, the private sector of the economy might be able to improve the distribution of its resources by meeting together to provide an interchange of information among its members and with government officials in trying to decide, however crudely, the outlook for different parts of the economy, as seen by those directly concerned.

Applied to this sort of planning, the word “catalyst” might be appropriate. But if planning were intended to mean “the coercive control of Canadian business, agriculture and labour in the interests of some master plan for growth, then it would indeed be a strait-jacket,” Mr. MacIntosh said.

Even the idea that the Canadian economy needed a catalytic agent to “bring about a

reaction of elements that would otherwise not mingle at all” was too strong, he thought. After all, the Canadian economy had operated at a fairly high rate of growth during the past two decades, with a reasonably satisfactory level of employment during most of that time.

If our economy were overwhelmingly decentralized into private spending units, such as households, small businesses and agricultural units, and corporations, then “the best kind of planning would be no planning at all. Ordinary market forces would determine what people want, and where they would work, and for how much.”

If, on the other hand, “the economy were organized and run purely by the state, there would be no difficulty in defining planning. There would only be various degrees of efficiency in planning.”

But in a mixed economy such as ours, about 75 per cent private and 25 per cent state-controlled, planning had a rather vague meaning.

“An increase in planning might be taken to mean an expansion of the role of the state, and a decrease in planning would be synonymous with an increase in the play of private market forces.” Even trying to pin down the marginal area where public and private enterprise met “does not get us too far ahead,” the speaker said. He pointed out that in private business a great deal of planning went on, and the question was how far it should be carried beyond the efforts of the individual firm.

Referring to the overlapping responsibilities of the federal and provincial governments, Mr. MacIntosh said that there was a tendency in some quarters to regard planning as “nothing more than a device for playing beggar-my-neighbour policies between the provinces,” with nearly every province turning regional planning into “a weapon for the hothouse breeding of local protected industries at the expense of existing industries in other provinces.”

Sometimes the federal Government seemed to take the line that planning meant “propping up the declining sectors of the economy.” This idea of planning, the speaker remarked, was very different from planning as it was carried out in Europe and Japan. “They aim at reinforcing strength and exploiting natural advantages, rather than the opposite.”

Mr. MacIntosh advocated two-way communication between business and the Economic Council of Canada. Business planning was simply an attempt to apply foresight. There was no sense in trying to work out

long complex planning with the small businesses we have in Canada, but something might be done with the larger business, he suggested.

Prophesy was only "a game of successive approximations," and businessmen were sometimes led into mistakes about the future. But governments also were uncertain about the future.

#### **Dr. J. Parizeau**

Two reasons why a growing number of people in Canada have turned to planning as a means of reorganizing the economy are: first, a rate of national economic growth that was thought to be too slow; and second, "the glaring regional discrepancies in growth and economic achievement," said Dr. J. Parizeau.

The speaker took a more favourable view of economic planning by government than the other two members of the panel, and he devoted his paper to a brief review of the ways in which state planning might be applied in the Canadian economy.

The sudden check to the growth of the Canadian economy in 1957 and subsequent years, and the high level of unemployment, Dr. Parizeau said, together with a realization that some European countries were gaining on Canada in the race to raise the standard of living, had led to "the obvious conclusion that our rate of growth had been too low, and that the structure of our investments had possibly not been as efficient and productive as it might have been."

The recent rise in economic activity had somewhat modified this view, and some observers believed that the Canadian economy was back on the right track. But others were "still convinced that a reasonable level of employment for future years is not insured, and that the structure of the economy is such that it generates a much lower level of income per head than should be acceptable, and an insufficient rate of increase of that income."

He mentioned again the huge income and growth discrepancies that have appeared from one region to another.

"For a long time," Dr. Parizeau said, "we were satisfied to spread into the retarded areas the quality of public services and the social security benefits that the more developed and richest areas entitled us to establish. But, fundamentally, the old principle of early 19th century economics remained the basis of our thinking: population of the retarded and low income areas should be induced to move to the economic centres of the country. This belief helped us to accept for decades that whole prov-

inces could be plagued by a high level of unemployment and that a large part of the country could be put on relief."

But the result was not all that was expected, the speaker said. Migration from the retarded areas, although it may have been large, accounted for only a fraction of the natural increase. Moreover, those who emigrated were often the most dynamic elements in the population, and their departure caused a "technical and intellectual drain that made it all the more difficult to reorganize the local economy."

Recently, large and numerous social security payments, federal housing policies, and subsidies paid to local industries, such as to coal mining in Nova Scotia and fishing in the Gaspé, have tended to reduce mobility. Besides this, "the bill footed by the various levels of government in some retarded areas has become enormous. Sooner or later, the authorities were bound to start a reappraisal of their spending policies, and, if necessary, of some of their basic assumptions with respect to the location factors of industry, and generally to the regional economic structure.

This, as we know, has happened in the last four years, both at the federal and at the provincial level. In Manitoba, in the Maritime Provinces, in Quebec, regional planning, conceived in very different ways no doubt, was started . . . .

The first step in building a plan consists in the systematic gathering of economic information that will allow the planner to establish a set of co-ordinated projections for all, or the most important sectors of the economy. A better knowledge of the future would then help to organize both public spending and private spending accordingly.

But even a plan that was only a set of projections would open up a number of optional courses and possible levels of achievement, Dr. Parizeau said. "The future cannot be just a straight-line continuation of the present and the recent past. Choices must be made between various roads; some will be made by business, others by governments; but they will not be indefinitely postponed.

"A plan would miss its purpose if it did not embody at least the government's choices. This amounts to saying that the government must set targets, determine goals and establish priorities. If it does so only for its own operations, then the plan becomes really only a four- or five-year budget.

"There is, however, little rationality in defining what public services will be, and how government spending will be apportioned, if nothing is known of the demand for such services and the requirements of business.



"Business must then be required to reveal also its program and to specify its choices. This is only logical. And so also is the priority given to certain objectives by the public authorities if they feel that the common good is heavily involved.

"At the risk of over-simplification," Dr. Parizeau suggested that "the usual tools that a government can use are of three broad types: (1) the bringing together of all measures that imply direct intervention in the management of business, e.g., price and wage controls; (2) the techniques of incentives and inducements, e.g., examples had been applied in the Canadian economy in recent years; (3) the development of public economic activities as such—nationalization was one obvious example.

"There was no doubt that any government uses and will go on using a combination of the three types of measures. The combination may vary from one country to another, it may vary from time to time, but the same three elements will always belong to the combination."

He remarked, however, that "present combinations are usually the result of very complex situations where under the pressure of events, following a fashion, or under political fire, a government is forced into positions or attitudes that it may try to rationalize, but that are often the product of chance or of opportunism." As time goes by, each government leaves to the next "a stock of instruments and measures that are not easily dismantled, and may remain long after they have served their purpose."

If the "tools" he had described proved insufficient to ensure that the objectives of the plan will be reached, it became necessary to set up new tools, in other words "to increase the leverage of the state on the economy." In some countries the method chosen was increased nationalization of industry, and nearly everywhere the result of this had been "to stifle the private sector, to burden the state with a gigantic bureaucracy and, more often than not, to scuttle the plan before it had even started to produce results."

Reconstruction, prosperity and the weakening of the extreme leftist parties, Dr. Parizeau continued, have spelled the end, in many Western European nations, of drastic direct controls. "The lesson has been well taken. The efforts devised to adapt the economy to changing times spring now from other techniques and a different economic philosophy."

This did not mean the end of direct intervention by the state in the management of firms or of nationalization, but it did mean

that "such techniques have certainly been found to be far more inefficient and inflexible than had been thought by doctrinaires of the past."

We were thus left "to rely far more heavily upon incentives on the one hand, and the development of a parallel public or semi-public sector, on the other." The very real danger about such incentives in Canada at present was not that business would suffer much from such techniques if they are properly conducted, but rather that lack of co-operation between the federal and the provincial governments will reduce the efficiency of the techniques used at each level, the speaker thought.

The rapid development of a parallel public, or semi-public sector, which had now become "the most spectacular feature of Quebec planning," raised another set of issues. The first aim of the Quebec Government's policy was to develop certain activities that, by not growing fast enough, had "created bottlenecks with regard to the rise of other activities or fields of business." This was the idea behind the planned establishment of an integrated steel complex in the province.

Dr. Parizeau admitted that the new steel industry would not directly create a great many jobs, but by its influence on the development of other industries, might exert considerable impact on employment and incomes.

Increased direct action of this kind by government made it necessary for the government to have access to a larger supply of capital than it could expect to raise by taxation. This was the idea behind the establishment of the General Investment Corporation in Quebec.

Another method was for the government to arrange for savings to be directly channelled into the public sector of the economy. This had led to the project of a *Caisse des Depots et Placements*, a central deposit and investment public institution, "of which the main, but not the only resources would come from pensions."

By the development of such tools, "in so far as they are managed according to strict rules and not according to political whims and fantasies—extensive safeguards are needed to prevent this—planning could be carried out efficiently, without having to rely upon an indefinite multiplication of direct controls over the private sector of the economy," Mr. Parizeau contended.

Even if, as might be the case, the political situation in this country was such that planning on a national, as well as a provincial scale, could not be properly carried out,

this would not reduce "the present urge of governments to gear the economic life of the country toward certain goals." Thus Dr. Parizeau said, "the choice between more direct controls or interventions in the management of private business, or a combination of incentives and a larger public, or semi-public sector will still have to be faced."

### Question and Answer Period

In the discussion that followed the presentation of the three papers, Dr. Parizeau said, in answer to a question about whether foreign control of industry in Canada would hamper economic planning, that he thought it would make planning easier. Foreign ownership did not interfere with Canadian economic policies. He admitted that planning might discourage foreign investment, but he made the point that ownership was not the same thing as control: control could be achieved even when a business was foreign-owned. But, he added, we did not want to drive away foreign capital.

Mr. Capon said that if in the future the distribution of wealth must be largely through returns on capital owned, foreign ownership might siphon off wealth to foreign countries. Foreign ownership would not generate much employment but would generate return on capital.

Asked what measures might be needed to make labour comply with an economic plan, Dr. Parizeau said that nearly all attempts to bring labour to accept the goals of planning as it related to incomes policy had made no headway anywhere. In Canada it was especially difficult to bring labour into line. He referred to the controversy regarding negotiations between the state and its employees, and the right of such employees to strike. How to bring labour into the planning process was one of the greatest headaches connected with planning.

In reply to a question about what should be done to control the power of unions such as the Teamsters, Mr. Capon said that the concentration of economic power in business was the result of the interplay of free market forces. But the power of unions came from the freedom to combine in restraint of trade that had been conferred upon them by governments for political reasons.

It was necessary, he said, for government to protect the public from the abuse of the concentration of economic power, even though by doing so it hampered efficiency. Such control was undesirable in itself, although sometimes necessary. The mistake came from looking upon it as desirable.

The concentration of business power resulted in greater efficiency; but it could be misused, and it was hard to say when the point of abuse had been reached.

The power given by governments to labour, Mr. Capon said, had been given in the first place because of the abuse of labour by employers. He added that, in his opinion, the power of labour had in the past been an important factor in the growth of prosperity; but the situation might be different in the future.

Mr. MacIntosh said that unions were in favour of planning as long as it meant control of business, but not when it meant control of wages. In the United Kingdom the unions did not like a public incomes policy because it conflicted with their aims at bettering the condition of their members. He said that he thought it was valuable to have the unions represented on the Economic Council because it would help to make the role of labour clearer to them.

### Dr. J. J. Deutsch

Dr. J. J. Deutsch, Chairman of the Economic Council of Canada, set out the aims that had been laid down for the Council, on the propriety of which he said there was fairly general agreement. These aims were:

—A high level of employment and the achievement of a satisfactory rate of economic growth, with continually improving living standards.

—A viable balance of payments. "We are agreed we must make our own way in the world—pay our bills," Dr. Deutsch said.

—The maintenance of a reasonable (not absolute) stability in the price level. The Council was opposed to continuous inflation.

—The sharing by all Canadians in a rising standard of living as far as reasonably possible. This included a reasonable balance in regional development across the country.

The question is how do we attain these ends? Dr. Deutsch said. Some said that this could be accomplished through the free operation of the market; others thought that it was necessary for the Government to do something to bring it about. He said that he doubted whether everything could be left to the free play of market forces.

Governments had policies and responsibilities covering such matters as: monetary affairs, trade with the outside world, finance, and taxation. Education was carried out largely by government. Governments must discharge these responsibilities, and free enterprise could not achieve the desired ends regardless of government policy.



Furthermore, he said, we now want to achieve all these aims simultaneously; and this raised the question of how this could be done in face of the fact that some of the aims were conflicting. How could these conflicting aims be reconciled?

To decide what was the best combination of aims was the central problem—the essence of planning. Unless the right kind of reconciliation was made we should not achieve our objective. Recent history showed that sometimes some were achieved, and sometimes others. There must be government policies in these fields, “and they might as well be sensible ones,” Dr. Deutsch said.

If there was a role for policy planning in modern society, did this necessarily mean more and more state intervention? Not in his opinion, he said. He hoped that such intervention would improve the working of our free enterprise system, and he thought that it would be “the height of foolishness” to throw away the dynamism of free enterprise.

The real danger of intervention would come if we failed to make the free enterprise system work satisfactorily. If basic policies were wrong the rest did not matter much.

Some said that planning should involve the direction of individual enterprises, but this was not the kind of planning he had in mind. He did not think that it was inherent, desirable or necessary; or, indeed, that it could operate in our kind of society.

Some said that we should obtain information to help businessmen, and this was a constructive idea.

Dr. Deutsch pointed out that the Council was made up of representatives of representative groups in our society, and that it was independent of government. Its staff was not part of the civil service. Part of the Council's work was to study and analyze information, and it intended to foster public discussion and understanding of public problems.

Referring to the problems arising from change, the speaker said that we were living in the midst of a scientific and industrial revolution that involved many changes in society. Many adjustments were needed, and the cost of them would fall unequally.

Means must be found to make changes smoothly. To try to preserve the *status quo* was natural, and changes must be made with a minimum of loss and strain.

One problem was how to make changes in the industrial structure so as to absorb an increasing labour force in the near future. It was the Council's business to help in formulating policies to help in making all these changes, Dr. Deutsch said.

The Council hoped to keep and increase its consultation with interested parties, including business, unions, etc., and this must be a two-way process, Dr. Deutsch said.

Referring to the report that the Council would be making at the end of this year, the speaker said that it would set out the aims and objectives for the period up to 1970. The Council's annual reports would re-examine and adjust these objectives in accordance with fresh information.

Work was under way on a number of other projects and studies, and four working committees of the Council had been established to facilitate the development of this work. One of these committees was considering economic growth and problems of adjustment, another had the task of dealing with questions connected with labour-management relations. A committee on productivity had been formed to consider how best to carry out the duties of the Council in promoting and expediting advances in efficiency of production in all sectors of the economy, and the fourth committee, an advisory one on industrial research and technology, was charged with considering the role of research and technology in Canadian economic growth. The Council, Dr. Deutsch said, was also sponsoring a number of special studies by outside experts.

All of this work and analysis would form the basis of the advice and recommendations that the Council would transmit to the Government. The Council was an advisory body, without administrative or operational duties, and the implementation and administration of policies was the responsibility of governments.

“The Council has authority to publish the reports and studies which are prepared for its use. Through this means, the Council hopes to provide not only advice to governments, but also valuable information to the private sectors of our economy and thereby help these private sectors to make their own decisions and forward plans,” Dr. Deutsch said. “Indeed this is an essential part of the planning process in a free and democratic society.”

## Chamber's Annual Submission to Cabinet

The Canadian Chamber of Commerce, in its annual policy presentation last month to the federal Cabinet, called for a serious effort on the part of governments at all levels to co-operate in establishing priorities with respect to government expenditures. More attention should be paid to the long-term effects of such spending on Canada's economy and standard of living, it was stated.

"In our view," said Chamber President A. J. Little, "it is clear that the tasks which the Government undertakes in the fields of education, old age security, health and other programs affecting the public sector of the economy must be considered and dealt with on a priority basis.

"The Chamber firmly believes that progress must be made in all of these areas. The Chamber is fully aware of the demands for and the need for increases in certain areas of social welfare . . . Nevertheless, it must be recognized that we may not be able to accomplish all of these objectives simultaneously."

Mr. Little said the Chamber welcomed the decision of the recent federal-provincial conference to go ahead with a major study of Canada's tax structure. "While we applaud the decision to proceed with the study," Mr. Little continued, "we realize that it covers the period 1967-1972, and we are greatly concerned about the important years 1965 and 1966 just ahead.

"We hope all governments might pause in their programs and not attempt to implement new major plans, except those that are absolutely essential, until the priorities have been established. In particular, the problem of educational costs must be carefully integrated into the scheme of priorities.

"Looking to the future, with continued rapid advances in technological development, it is imperative that we equip the work force of tomorrow to perform the sort of jobs that will become available for them. If we fail in this, our progress will be seri-

ously impeded, and our capacity to keep people properly employed will suffer."

Concern was expressed over the fact that government tax policy has not paid enough attention to the bad effects of heavy taxation upon enterprise and initiative. The overwhelming need in the period ahead is for tax policies that will promote development and employment. The Cabinet was told that there should be some shift in emphasis from taxes on income and production to taxes on expenditure and consumption "so as to encourage industrial expansion and employment and stimulate saving and investment."

There should be a significant reduction in the peak rates of individual income tax, and corporate tax rates should be reduced to restore the former differential between the Canadian and United States tax rates.

On the question of automation, the Government was told that the Canadian Chamber is urging its members (a) to support government and private programs dealing with problems of technological change, (b) to take into account the human value involved when introducing technological improvements, (c) to support the raising of the level of technical education given to Canadian students and (d) to enlist the co-operation of labour in planning the effective utilization of human resources involved in any technological change.

The Chamber submission also asked that the Government:

—In co-operation with educational institutions, professional groups and industry, seek remedies to lessen the emigration of highly qualified professional and technical personnel.

—Co-operation with the provinces in standardizing pensions legislation throughout Canada.

—Strive to effect a balanced budget through a combination of measures to stimulate economic growth and a determined control of expenditures.



# Canadian Unionist Reports on Britain Today

*Three Canadian trade unionists spent four weeks this fall on a tour of Britain sponsored by the Commonwealth Relations Office in conjunction with the Central Office of Information*

*For four weeks this fall a group of three Canadian trade unionists toured Britain as guests of the Commonwealth Relations Office and the British Central Office of Information. This is a report prepared by one of the group especially for the Labour Gazette.*

*The Canadians were: S. T. Payne, a vice-president of the Confederation of National Trade Unions; A. E. Schroeder, Canadian Education Director of the United Automobile Workers; and C. J. Williams, Director of Public Relations, Canadian Labour Congress.*

*The article that follows is by Jack Williams.*

Britain, 1964, is a strange combination of the old and the new, a country of sharp contrasts.

Oxford, the stately city of spires, is a good example. In Oxford, one of the academic cornerstones of Britain, it is possible to tread the same worn steps that scholars of two or three centuries ago climbed. Yet, outside the walls, one can become entangled in monumental traffic jams.

A good part of the traffic jam comes from automobile workers moving to or from a truly modern auto plant on the outskirts of the city. This is the old and the new rubbing shoulders and sometimes creating a conflict—a situation that seems to exist in many aspects of British life.

The new is found in present-day living standards. Living standards generally are higher than ever; not yet up to those on this side of the Atlantic but higher than most Canadians would probably imagine.

Wage rates, by British standards, are at an all-time high. A direct comparison with Canadian rates is difficult because of variations in living costs. Housing in Britain is in most cases much cheaper than in Canada. Food, on the whole, is cheaper and clothing is certainly cheaper.

Variations in British wage structures are considerable, even in particular industries. In some automobile plants, for example, there is a narrow range of rates, but in other auto plants, the scale shows wide differences. It is possible to find a small and relatively new auto plant with a range of \$40 to \$55 a week, plus overtime; with the majority of the production employees in the semi-skilled class getting about \$48. A large

and very modern plant shows a range of \$60 to \$75 for production employees.

There are coal miners earning an average of about \$54 while a few miles away the workers in a large steel mill get anywhere from \$48 to \$105, with an average of about \$60 for production workers and \$69 for craftsmen.

These variations in rates lead to some sharp conflicts between unions. In most manufacturing plants there are a number of unions, perhaps 20 or more in one plant. With changes in production methods there has been, in some cases, an upgrading of production workers. Craft workers are putting up a stiff fight to maintain the traditional differentials and difficult situations have resulted.

The 42-hour week is now generally accepted and it is expected that by 1967-68 this will be down to 40 hours, with most workers enjoying a three-week vacation.

Behind these trends, and, in fact, threatening the whole economy of the country, is Britain's struggle to "modernize"—a word that crops up continually. The one-time unquestioned leader of the industrial work is highly sensitive of her reduced position and of the new and keen competition she faces from many quarters.

Modernization is a controversial subject in Britain. Some point fingers at the unions and accuse them of clinging to outmoded practices that are a hindrance to the introduction of more efficient methods. Others—and their number is considerable—accuse management of failing to keep up with the times, much less pioneer new paths. There may be some measure of truth in both positions, though the weight of criticism of management appears to be mounting.

Certainly the whole question of modernization is one that holds a high priority position on the agenda of the new Labour Government, and Prime Minister Wilson acted within a few hours of his election by appointing trade unionist Frank Cousins to the new portfolio, Minister of Technology.

The problems of modernization are complex. They can be seen in individual plants where the most modern machines and methods can be found side-by-side with old equipment and outdated methods. In some instances, at least, the old is the weakest link in the chain of production.

Despite these problems, Britain's unemployment rate has been running at a very low figure. There has been a continuing condition of full employment. The national unemployment rate of about 1.6 per cent compares with Canada's 3 per cent for mid-September, a period of relatively high employment.

Despite this difference, there is a close similarity in the British and Canadian situations with regard to major regional variations. Scotland, for example, has a rate of 3.4 per cent, with some communities as high as 8 per cent. The rate for Northern Ireland has been running about 5 per cent and for north-eastern England about 3.5 per cent.

This is a reflection of the sharp tendency toward heavy concentration of population and industry, particularly in the southern part of England. Population has declined in the North and West to such an extent that in some sections deaths now exceed births. On the other hand, congestion in the South-east has become so acute that there are serious problems with regard to traffic, water supplies and other facilities. Housing situations in some areas are acute and lack of adequate housing is a serious handicap to the mobility of labour. It can, however, act in reverse by making the more thinly populated areas attractive.

The British program for meeting excessive concentration in some areas and the draining of other areas is of particular interest to Canadians because of the regional differences existing here. At the same time it is obvious that there are major differences in the two situations, particularly in the distances involved.

Nevertheless, the pressure applied in Britain by a Conservative government to practically force industry into certain locations makes a fascinating study. The program has been carried on with the approval of organized labour. One trade union criticism has been that it has not been vigorous enough and that too much latitude has been given to companies, even though the program to date seems fairly rigid by Canadian standards. It will, therefore, not be surprising, if it is intensified under the new Labour Government.

The key to the program is a policy of having industries locate new plants in areas of high unemployment. Government officials discussing the program shy away from any suggestion that compulsion is used; but, in the final analysis, there is considerable compulsion.

Government certificates are required for all industrial projects exceeding 5,000 square feet. When an application is made for a

certificate, the company will receive suggestions of three areas in which the plant might be located. Additional encouragement for location in these areas may be provided through assistance in obtaining accommodation and through special depreciation allowances. If none of the suggestions is accepted, then the company is likely to face difficulty, to say the least, in obtaining a certificate. This type of influence has, for example, been exerted on all three of the major automobile manufacturers and, as a result, new plants have been located in areas where there is an employment problem.

Ancillary programs provide assistance for training, the movement of key workers, and the movement of other workers to areas where employment is available.

The Conservative Government launched a new training scheme with a white paper in 1962 and it appears likely that this will now be accelerated by the new Labour Government. The original plan was based on the assumption that industry was not pulling its weight in industrial training. In addition to a Central Training Council, it provides for boards in specific industries.

It is proposed to finance training by a levy on industry. This may take different forms in different industries, with a levy of 2 per cent or 3 per cent of the payroll as an example. If an employer provides satisfactory training facilities for his own staff he may get his levy back. If he provides facilities available to workers outside his staff he may recoup his levy and get a grant in addition. If he provides no training facilities, the levy will be a straight assessment.

These industry training boards are intended to work closely with the National Economic Development Council and plan on five- and ten-year projections. Prior to the election, boards had been established for four industries; four more were in the planning stage. The emphasis was on adult training, particularly to meet the needs of workers who had become redundant and to fill requirements for skilled workers.

Britain's tight manpower situation is going to continue. The heavy influx of young people into the labour force—the British call it "the bulge"—is now nearing an end. An intensive manpower study made public in August forecast static manpower resources in the next ten years, with a simultaneous growth in jobs, particularly in the service industries.

Expectations are that there will be some increase in automation, particularly to meet manpower shortages. So far, automation has made little impact on British industry, possibly, to some extent, as a result of lower



wage rates. The future growth will probably depend on the degree of manpower shortages and the relationship of automation costs to wage rates.

So far, British trade unionists show far less concern about automation than do labour people on this side of the Atlantic. This can no doubt be largely accounted for by the existing low unemployment rate.

It is predicted that between 1963 and 1973 the total British population will increase at a rate three times that of the increase in the labour force. This appears likely to result in new pressure for increased production if the present living standards are to be even maintained, much less improved, for a larger population with a relatively smaller working force.

As in Canada, there is a noticeable swing toward increases in white-collar occupations and in the number of women working. Several British unions have established special sections for women and young people. There is a difference of opinion in trade union circles about such a policy. Some union leaders argue it to be a practical approach, but others are opposed to anything that will create different segments in the union movement.

It is interesting to note that while the Trades Union Congress recorded a membership increase of 10,458—to 8,325,790—in the past year, women members increased by 34,870 and male membership declined. There was also an increase in white-collar members and a reduction of manual workers in some of the older industries.

British unions are naturally sharing in the stresses and strains that the country as

a whole is experiencing. There has been strong pressure for a revision of trade union structure to reduce the multiplicity of unions now existing. Government records list no fewer than 635 unions, but most of these are small organizations. The TUC has 175 affiliates, and almost two-thirds of the British trade unionists belong to one of the 17 largest organizations.

Government regulations on the merger of unions have been relaxed to facilitate a reduction in the number of organizations, and strong efforts have been made in this direction by the TUC, but so far with little success. Employers in Britain appear to be far more firmly organized than in Canada, and steps are now being taken to merge the two major employer organizations—The Federation of British Industries and the British Employers' Federation.

Within trade union ranks there appears to be a growing pressure for increased staff facilities, particularly on the technical side. The low dues structure of British unions has so far been a serious handicap in this regard.

All these developments are steps to better equip the British people—union members, employers or others—to meet the great challenge that they are facing. The spirit that generally prevails is one of optimism. The cities are places of bustle and activity.

A visitor with the opportunity of seeing what is going on would find it hard to leave Britain's shores today without a lively interest in what is happening and confidence that the British spirit, which has accomplished so much in the past, is still very much alive and will assure the country's future.

### *U.S. Wage Increases Average 3.1 Per Cent*

Wage increases provided in major collective bargaining agreements (covering 1,000 or more workers) negotiated in the United States during the first nine months of 1964 averaged 3.1 per cent of straight time hourly earnings for the 2,300,000 workers affected, according to preliminary estimates published by the U.S. Bureau of Labor Statistics.

Omitting the agreements, covering 100,000 workers, that provided no increase in

wages, the average increase for the rest of the contracts was 3.2 per cent.

These averages refer only to changes in wage rates and do not include the value of fringe benefits, although most of the agreements provided for some such improvements. The settlements at the Ford and Chrysler plants (L.G., Oct., p. 850), in particular, put into effect increases in fringe benefits that "substantially exceeded" in cost the value of the increase in wages.

# Employment and Unemployment, November

Total employment in November, at 6,694,000 showed little change from October. Normally employment decreases during this period.

The unemployment estimate of 258,000 was the same as in October; in previous years it has always increased. Unemployment in November represented 3.7 per cent of the labour force, compared with 3.7 per cent in October, 4.5 per cent in November 1963 and 5.2 per cent two years ago. Seasonally adjusted, the unemployment rate was 4.3 per cent, compared with 5.0 per cent in October and 5.1 per cent in November 1963.

The estimated labour force in November was 6,952,000, almost unchanged from October but 153,000, or 2.3 per cent, higher than in November 1963.

The stability of employment and unemployment during the month resulted, in part, from the recall of automotive workers who had been on layoff in October owing to a shortage of parts. In addition, there has been some evidence of a continuing basic improvement in the job situation: between September and November, total non-farm employment increased by an estimated 35,000, which compares with little or no change, on average, during the past five years.

Employment in November was 198,000 higher and unemployment 45,000 lower than a year earlier.

## Employment

Non-farm employment increased by an estimated 46,000 between October and November, offsetting most of the seasonal decline that occurred in agriculture. In recent years, non-farm employment has

seldom increased during this period. The advance during the month was in part a reflection of the resumption of activity in the Canadian automotive industry.

Compared with a year earlier, non-farm employment was up 232,000, or 3.9 per cent. The largest increase was in manufacturing, which accounted for about half of the over-all advance. The only other industry that showed a large increase was service, in which the gain was approximately 60,000. In the remaining non-farm industries, employment either increased slightly or remained almost unchanged.

Employment was noticeably higher than a year ago in all regions. The gains ranged from 2.4 per cent in the Prairie region to 5.3 per cent in British Columbia.

## Unemployment

Unemployment remained unchanged between October and November, whereas it usually increases during this period. In Ontario, the unemployment total declined by some 13,000 during the month, following the recall of automotive workers who were on layoff during October. This decrease was largely offset by an increase in the Prairie region.

Compared with a year earlier, unemployment was down 45,000. Virtually all of the decline was among men.

Of the 258,000 unemployed in November, some 192,000, or 74 per cent of the total, had been unemployed for three months or less. An estimated 32,000 had been seeking work from four to six months and 34,000 for seven months or more.

Unemployment rates were lower than a year ago in all five regions.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Nov. 1964	Nov. 1963	Nov. 1964	Nov. 1963	Nov. 1964	Nov. 1963	Nov. 1964	Nov. 1963
Metropolitan.....	1	2	4	7	7	3	—	—
Major Industrial.....	—	2	17	19	9	5	—	—
Major Agricultural.....	2	1	3	6	9	7	—	—
Minor.....	2	3	26	36	29	18	—	—
Total.....	5	8	50	68	54	33	—	—

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.



# CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	ST. JOHN'S ←	Calgary Quebec-Levis Vancouver-New Westminster- Mission City WINNIPEG ←	Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)		CORNER BROOK ← Cornwall Granby-Farnham- Cowansville Joliette KINGSTON ← Lac St. Jean Moncton NEW GLASGOW ← → OSHAWA ← Peterborough ROUYN-VAL D'OR ← Saint John Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivières VICTORIA ←	Brantford Fort William-Port Arthur Guelph Kitchener London → NIAGARA PENINSULA Sarnia Sudbury Timmins-Kirkland Lake- New Liskeard	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000- 75,000; 40 per cent or more in agriculture)	RIVIÈRE DU LOUP ← Thetford- Megantic- St. Georges	CHARLOTTETOWN ← NORTH BATTLE- FORD ← PRINCE ALBERT ←	Barrie Brandon Chatham Lethbridge Moose Jaw Red Deer Regina Saskatoon Yorkton	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)	BATHURST ← GASPE ←	BRACEBRIDGE ← Campbellton DAUPHIN ← DAWSON CREEK ← Drummondville EDMUNDSTON ← GRAND FALLS ← Kamloops Lindsay MONTMAGNY ← Newcastle OKANAGAN VALLEY ← PEMBROKE ← PORTAGE LA PRAIRIE ← Prince George- Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe- St. Jerome ST. JEAN ← St. Stephen Sorel TRURO ← Valleyfield Victoriaville YARMOUTH ←	Beauharnois Belleville-Trenton Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Drumheller Fredericton Galt Goderich Kentville Lachute-Ste. Therese LISTOWEL ← Medicine Hat North Bay Owen Sound Sault Ste. Marie St. Hyacinthe St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock, N.B. Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i> .....(000)	Nov. 14	6,952	- 0.2	+ 2.3
Employed.....(000)	Nov. 14	6,694	- 0.2	+ 3.0
Agriculture.....(000)	Nov. 14	579	- 8.8	- 5.6
Non-agriculture.....(000)	Nov. 14	6,115	+ 0.8	+ 3.9
Paid workers.....(000)	Nov. 14	5,582	+ 0.4	+ 4.2
At work 35 hours or more.....(000)	Nov. 14	4,871	+35.9	+ 2.7
At work less than 35 hours.....(000)	Nov. 14	1,649	-43.3	+ 4.7
Employed but not at work.....(000)	Nov. 14	174	-18.3	- 1.1
Unemployed.....(000)	Nov. 14	258	0.0	-14.9
Atlantic.....(000)	Nov. 14	41	+17.1	- 8.9
Quebec.....(000)	Nov. 14	97	- 1.0	-12.6
Ontario.....(000)	Nov. 14	61	-17.6	-18.7
Prairie.....(000)	Nov. 14	32	+39.1	-11.1
Pacific.....(000)	Nov. 14	27	- 3.6	-25.0
Without work and seeking work.....(000)	Nov. 14	244	- 0.4	-14.7
On temporary layoff up to 30 days.....(000)	Nov. 14	14	+ 7.7	-17.7
<i>Industrial employment (1949=100)</i> .....	September	136.0	- 0.3	+ 4.4
Manufacturing employment (1949=100).....	September	126.2	- 0.2	+ 4.9
<i>Immigration</i> .....	1st. 9 mos.	84,666	—	+22.1
Destined to the labour force.....	1st. 9 mos.	43,048	—	+24.0
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	November	57	- 5.0	+ 29.5
No. of workers involved.....	November	15,080	+42.4	+143.5
Duration in man days.....	November	105,590	+ 3.9	+107.0
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	September	\$88.04	+ 1.0	+ 4.5
Average hourly earnings (mfg.).....	September	\$ 2.03	+ 0.5	+ 4.6
Average hours worked per week (mfg.).....	September	41.7	+ 1.0	+ 1.0
Average weekly wages (mfg.).....	September	\$84.81	+ 1.8	+ 5.6
Consumer price index (1949=100).....	November	135.9	+ 0.2	+ 1.4
Index numbers of weekly wages in 1949 dollars (1949=100).....	September	149.7	+ 1.7	+ 4.0
Total labour income.....\$000,000.	September	\$2,073	+ 2.6	+ 9.7
<i>Industrial Production</i>				
Total (average 1949=100).....	October	221.2	+ 0.6	+ 6.6
Manufacturing.....	October	197.5	- 0.2	+ 6.1
Durables.....	October	196.5	- 1.3	+ 6.3
Non-durables.....	October	198.4	+ 0.8	+ 6.0
<i>New Residential Construction (b)</i>				
Starts.....	November	20,297	+47.1	+64.9
Completions.....	November	10,927	-13.8	+ 6.8
Under construction.....	November	85,676	+12.2	+18.5

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.



## Federal-Provincial Conference on Mental Retardation

*Minister of Labour says a philosophy of rehabilitation has evolved that demands that every citizen be given opportunity to realize and to use his capacities to the fullest extent*

"In the twentieth century a philosophy of rehabilitation has evolved which demands that every citizen be given an opportunity to realize and use his capacities to the fullest extent," said Hon. Allan J. MacEachen, Minister of Labour, in a message to the delegates to the Federal-Provincial Conference on Mental Retardation held in Ottawa, October 19-22.

The delegates came from federal and provincial government departments—health, education, welfare, and labour—professional organizations, voluntary agencies with special interest in this field, labour and business.

"As concrete evidence of this new and exciting development, a multitude of facilities and services under government and voluntary auspices are being created. They employ and are directed by individuals with a great variety and range of training and experience.

"The rapid growth of these facilities and services is encouraging. It shows that increasingly governments and individuals are recognizing extraordinary needs and are ready and anxious to exert extraordinary efforts to meet them.

"The mentally retarded were long neglected and it is important that in our anxiety to make up for lost time we get the most from our efforts. That is why it is good that we pause for a moment in the midst of our activities to review what we have done and hope to do; to assure ourselves that we are going in the same direction and in the right direction.

"Let us also remember that while the mentally retarded need our contribution to become, as far as possible, participating members of society, we need their contributions if we are to make the best possible use of our manpower resources.

"We must do all we can to ensure that they are given the opportunity to make their contribution."

### Minister of National Health and Welfare

Hon. Judy LaMarsh, Minister of National Health and Welfare, in opening the conference stressed the need for a co-ordinated approach to the problem. She said "All of us realize that in mental retardation, no one discipline or group has a priority of interest,—they all must dovetail and fre-

quently overlap. At one particular time employment or training, for example, may be of prime concern, but seldom to the exclusion of welfare or health. In fact, this many-sided approach is, I believe, an extremely important feature, not only in mental retardation but in any problem where professional help of one kind or another is concerned."

"In concluding, the Minister expressed the hope that the conference would agree on methods that would "assure more practical arrangements for co-ordinating the various federal, provincial and voluntary and professional agencies responsible for providing the diverse services and facilities necessary in this complex field."

### Subjects Considered

In plenary sessions the conference directed its attention to the following areas: (1) Prevention; (2) Detection, Assessment and Counselling; (3) Home Care, Treatment and Continuing Care; (4) Training, Education, Vocational Preparation and Employment; and (5) Implementation, Co-ordination and Integration of Services.

The delegates were organized into study groups and in their discussions delved into the roles and responsibilities of various agencies at the federal, provincial and community levels in the fields of health, education, welfare, vocational preparation and placement.

### Guest Speakers

Two guests were present to participate in the conference. Dr. Robert Lafon, Professor of Neurology and Psychiatry at the University of Montpellier, France, was guest speaker at the official luncheon. Bert W. Schmickel, Deputy Commissioner of Health, Office of Mental Retardation, Connecticut State Department of Health, addressed the plenary session on Home Care, Treatment and Continuing Care.

### Department of Labour

The Department of Labour was represented at the conference by delegates from the Civilian Rehabilitation Branch, the Technical and Vocational Training Branch, the Women's Bureau and the National Employment Service.

## How France Trains Older Railway Workers

*Head of Staff Training and Apprenticeship Division of French National Railways describes vocational training methods for older workers displaced by the change-over to diesel power*

A report entitled "Vocational Training Methods for Older Workers in the French Railways" was presented at the International Management Seminar on Job Re-design and Occupational Training for Older Workers held by the Organization for Economic Co-operation and Development at London, England, from September 30 to October 2. The report was by M. Coqueret, Chief Engineer, Head of the Staff Training and Apprenticeship Subdivision of the Equipment and Traction Directorate, Société Nationale des Chemins de Fer Français.

During the past ten years the French railways have faced serious problems in retraining older workers (over 40) as a result of the change-over from steam to electric or diesel-electric power, the resettlement of staff from Algerian railways into the French railways, and the necessity to convert administrative and technical staff into teachers at vocational training centres necessary to keep pace with rapid and continuous technical progress.

### "No Particular Difficulties"

"If certain conditions are fulfilled, there are no particular difficulties," reported M. Coqueret. "Experience acquired during this period shows that the training of older workers does not cause any real difficulties if it is carried out within an organization with well-established pedagogic principles, if the teaching staff (both instructors and assistants) is sufficient, if the entire hierarchy (functional and productive) recognizes the importance of training and participates directly in it, and if everything is done to reduce the feeling of insecurity experienced by an older worker leaving a familiar job and undergoing training in order to take up a new one.

"It should be stressed that the conditions listed above are precisely those which any undertaking that wishes to prosper in the future must fulfil, since the adaptation to the technological changes imposed by progress and the promotion of the well-being of its entire staff are absolutely essential," M. Coqueret said.

The training program was put into effect in the Eastern Region, where electrification was started in 1954. During the years up to 1962, 1,530 drivers, about one half of whom were in the 40 to 50 age group,

were retrained. It was thought that by making a special study of this operation, which would be repeated in more or less the same form in the other regions, it would be possible to draw general conclusions regarding the training of older workers.

Teaching methods for training older workers should take account of the increased importance of the difficulties of an adult with limited education. The main difficulties are: lack of intellectual education, difficulty in grasping the essentials, lack of a common "language" with instructor and texts, difficulty in learning basic theory, emotional difficulties due to changes.

These problems were overcome by (a) teaching only one thing at a time, (b) proceeding from the simple to the complicated, and (c) limiting the duration of instructional periods, allowing time for assimilation, increasing the means for checking up, relating practice and personal experiences to the theory, and continually summing-up.

### Retraining Program

The retraining program consists of eight weeks of theory, and a driving course lasting three weeks. There was no question of conducting a conventional electrical course; it was necessary to select the conceptions that were strictly necessary to an understanding of the operations carried out by the driver during driving and running repairs.

When an external signal tells him there is something wrong internally, it is not an exact knowledge of its normal method of functioning that can help him, but rather a study of each fault and the means at his disposal for remedying it which is needed.

Consequently, a lesson or series of lessons on a given subject contain a combination of: the rapid study of a circuit, the signals observed in normal and abnormal running, and the rules of procedure resulting from them.

During the course, the best older participants are selected. After a certain period of practical work they are recalled to the school to act as monitors for the trainees undergoing their initial driving training.

A delegate from British Railways told the Seminar that 63,000 of their workers had been retrained using similar techniques.



## Women Workers and the CNTU

*It must be recognized that working women have right to status that protects them as wage earners and recognizes their needs as women, says CNTU President in report to annual convention*

Delegates to the 41st convention of the Confederation of National Trade Unions, held September 13-19 at Quebec, gave considerable attention to the special problems of working women. In his report to the convention, General President Jean Marchand commented that it was no longer a question of being for or against work for women, of whether one deplores or applauds the reality, it was a question of facing the problems that such work engenders.

He said it must be recognized that working women have a right to a status that protects them not only as wage earners but also recognizes their particular needs as women.

The CNTU believes that no woman should be compelled for economic reasons to take outside employment; she should be free to do it if she so desires. This freedom of choice should be respected and protected.

Once this choice has been made, however, measures should be adopted in order that working women may carry out their responsibilities without prejudice to their health and welfare or that of their family.

### Women's Committee

A women's committee was set up at the 1962 convention to inquire into the role and function of the working woman. Georgette Lachaine, a CNTU Vice-President, submitted a report to the convention containing proposals for action.

The report states that it must be admitted that the social position of the working woman had not progressed at the same rate as that of the working man. It goes on to say that woman wants to acquire a place that is rightfully hers and that the union movement cannot remain indifferent to a group of this importance. Women now comprise one-third of the total membership of the CNTU and their numbers are increasing.

Woman also owes something to the world of work, the report continues. She must not by her passivity and indifference be detrimental to the collective good of all the workers. But she needs education to play her part. Special attention should be given to the needs of women members in union programs of education.

In its report, the women's committee emphasized three areas of concern: equal pay, Quebec Bill 16 on the legal rights of

married women, and night work for women. An attempt had been made at a sociological inquiry on women workers' motivations and their participation in unions. It was decided that it was not feasible because of the cost.

### Resolutions

The Convention adopted a resolution that an approach be made to the Quebec government to have the departments of Labour and of Education undertake a study in depth to find adequate solutions to the multiple and complex problems relating to women's work, that this may result in legislation for the protection of the individual and of the family and society as well.

Maternity leave recommendations were endorsed to the effect that leave should be allowed without prejudice to accrued rights and that a special monetary allowance be provided. It was further recommended that maternity leave be made obligatory by law and that minimum conditions be fixed as in the case of paid annual holidays. Such provisions should form part of an over-all social security plan.

Another recommendation asked unions to make a positive and concrete effort to include in collective bargaining agreements adequate solutions to the particular problems of working women. Mr. Marchand suggested that more women should have positions of responsibility in the unions and should be appointed as delegates on negotiating committees.

The Convention resolved to intensify efforts to find solutions to diverse problems relating to night work, part-time work, nurseries and equal pay.

### Committee Aims

It was proposed and accepted that the Women's committee be henceforth composed of a vice-president of the CNTU and 16 members—two from each region, chosen, if possible, from different trades.

The committee will have a budget of \$2,000 for an education program to stimulate participation by women in a study of their particular problems and to encourage a closer integration into union life. Activities of this sort have been conducted with encouraging results by the textile workers union.

# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During December 1964 and January and February 1965

(except those under negotiation in November)

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Bell Telephone, Que. & Ont.	Traffic Empl. Assn. (Ind.)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Consolidated Paper, Nicola, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenché Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Continental Can Co. of Canada, St. Laurent Que.	Steelworkers (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Toronto, Ont. & Winnipeg, Man.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hamilton City, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (plant empl.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Restigouche Forest Employers, northern N.B.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)

### Part II—Negotiations in Progress During November

(except those concluded in November)

#### Bargaining

Company and Location	Union
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
B.C. Hotels Assn., New Westminster, Burnaby, & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.



Company and Location	Union
B.C. Hotels Assn., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority .....	Office Empl. (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont. ....	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C. ....	Public Empl. (CLC) (outside, inside empl. & foremen)
Canadaair, St. Laurent, Que. ....	Machinists (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Cannery, Vancouver & Penticton, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que. ....	Mining Empl. Federation (CNTU)
Cdn. Kodak, Mount Dennis, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que. ....	Lithographers (Ind.)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta. ....	Public Empl. (CLC)
Catelli Food Products, Montreal, Que. ....	Bakery Wkrs (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Compagnie Miron Ltee., Ville St Michel, Que. ....	Cement Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que. ....	Glass Bottle Blowers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont. ....	Printing Pressmen (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S. ....	Mine Wkrs. (Ind.)
Dominion Rubber (Papineau Factory), Montreal, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que. ....	Brewery Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
Fry-Cadbury Ltd., Montreal, Que. ....	Bakery Wkrs. (CLC)
Garment Mfrs. Assn. of Western Canada, Winnipeg, Man. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'mere, Shawinigan & La Tuque, Que. ....	Service Empl. Federation (CNTU)
Hotel Queen Elizabeth, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Hydro-Electric Power Commission of Ontario..	Public Empl. (CLC)
Lake Asbestos of Quebec, Black Lake, Que. ....	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont. ....	Railway Clerks (AFL-CIO/CLC)
London City, Ontario ....	Public Empl. (CLC) (outside Empl.)
Walter M. Lowney Co., Sherbrooke, Que. ....	Bakery Wkrs. (CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que. ....	Molson's Empl. Assn. (Ind.)
Montreal City, Que. ....	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que. ....	Public Empl. (CLC) (outside empl.)
Montreal City, Que. ....	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal Transportation Commission, Montreal, Que. ....	Railway, Transport & General Wkrs. (CLC)
Motor Transport Labour Relations Council, B.C. ....	Teamsters (Ind.)
National Harbours Board, Montreal, Que. ....	CNTU-chartered local
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island ....	Teamsters (Ind.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont. ....	Public Empl. (CLC)
Phillips Cables Ltd., Brockville, Ont. ....	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que. ....	Railway, Transport & General Wkrs. (CLC)
Quebec Liquor Board, province-wide ....	CNTU-chartered locals (retail, warehouse & office empl.)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta. ....	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Saskatchewan Government Telephones ....	Communications Wkrs. (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont. ....	Newspaper Guild (AFL-CIO/CLC)
Toronto City, Ont. ....	Fire Fighters (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont. ....	Newspaper Guild (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)

Company and Location	Union
Hiram Walker & Sons, Walkerville, Ont. ....	Distillery Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man. ....	Public Empl. (CLC)

### Conciliation Officer

Abitibi Power & Paper, northern Ontario .....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee .....	Seafarers (AFL-CIO) (unlicensed personnel)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Bridge, Lachine & Longue Pointe, Que. ....	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont. ....	Mine Wkrs. (Ind.)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Ford Motor Co. of Canada, Windsor, North York, Oakville, & Crowland, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark Pulp & Paper, Longlac, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont. ....	Steelworkers (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)

### Conciliation Board

Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
B.C. Towboat Owners' Assn. ....	Merchant Service Guild (CLC) & Railway Transport & General Wkrs. (CLC)
CBC, company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
Coal Operators' Assn. of Western Canada, Alta. & B.C. ....	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
General Motors of Canada & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que. ....	Public Service Empl. Federation (CNTU)
Steel Co. of Canada (Canada Works), Hamilton, Ont. ....	Steelworkers, (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont. ....	Steelworkers, (AFL-CIO/CLC)

### Post-Conciliation Bargaining

Chrysler Corp. of Canada, Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
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### Arbitration

Ottawa City, Ont. ....	Public Empl. (CLC)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que. ....	Municipal & School Empl. Federation (Ind.) (outside empl.)

### Work Stoppage

Nfld. Employers' Assn., St. John's, Nfld. ....	Longshoremen's Protective Union (Ind.)
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### Part III—Settlements Reached During November

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

**AIR CANADA—MACHINISTS (AFL-CIO/CLC):** 28-mo. agreement covering 4,400 empl.—settlement payment of \$55 for period June 30 to Nov. 2, 1964; general wage increases of 4% (approximately 10¢ an hr. average) eff. Nov. 3, 1964, and 4% (approximately 10¢ an hr. average) eff. Nov. 2, 1965; afternoon and night shift premiums increased to 11¢ an hr. and 18¢ an hr. respectively (formerly 9¢ and 16¢); 4 wks. vacation after 20 yrs. (previously 25 yrs.) eff. Jan. 1, 1965; company's contribution to compulsory group life insurance increased to 50% of the premium (previously 7.1%); rates for labourer Nov. 2, 1965 will be \$2.04 an hr. and for mechanic after 8 yrs. of service, \$3.17 an hr.; agreement to expire Oct. 31, 1966.

**BATA SHOE, BATAWA, ONT.—BOOT & SHOE WKRS. (AFL-CIO/CLC):** 2-yr. agreement covering 700 empl.—increases of 3¢ an hr. retroactive to Oct. 4, 1964 and 3¢ an hr. eff. Oct. 4, 1965 in guaranteed basic wage rates; 2 wks. vacation after 3 yrs. of service (formerly after 10 yrs.); agreement to expire Oct. 3, 1966.

**BELL TELEPHONE CO. OF CANADA, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CLERICAL & ASSOCIATED EMPL.):** 1-yr. agreement covering 8,400 empl.—top rates increased by \$1.50 to \$2.50 a wk., depending on localities and grades of empl., eff. Dec. 6, 1964; compensation for work on statutory holidays increased to time and one-half plus alternative day off with pay (formerly straight time plus alternative day off with pay); agreement to expire Nov. 30, 1965.

**BELL TELEPHONE CO. OF CANADA, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CRAFT & SERVICES EMPL.):** 1-yr. agreement covering 10,200 empl.—top rates increased by \$2.50 to \$4 a wk., depending on localities and classes of empl., eff. Dec. 6, 1964; compensation for work on statutory holidays increased to time and one-half plus alternative day off with pay (formerly straight time plus alternative day off with pay); agreement to expire Nov. 30, 1965.

**CANADA SAFEWAY, DOMINION STORES, IGA, LOBLAWS, SHOP-EASY, SUPER-VALUE & OTHER STORES, VANCOUVER & OTHER CENTRES, B.C.—BUTCHER WORKMEN (AFL-CIO/CLC):** 3-yr. agreement covering approximately 850 empl.—wage increases for journeymen of 10¢ an hr. retroactive to May 4, 1964, 10¢ an hr. eff. Nov. 2, 1964, 5¢ an hr. eff. May 3, 1965, 5¢ an hr. eff. Nov. 1, 1965 and 10¢ an hr. eff. May 2, 1966; wage increases for female empl. of 10¢ an hr. retroactive to May 4, 1964, 5¢ an hr. eff. Nov. 2, 1964, 5¢ an hr. eff. May 3, 1965, 5¢ an hr. eff. Nov. 1, 1965 and 5¢ an hr. eff. May 2, 1966; top rate for female wrapper May 2, 1966 will be \$2.30 an hr.; agreement to expire May 1, 1967.

**CDN. CELANESE, SOREL, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC):** 3-yr. agreement covering 550 empl.—general wage increases of 10¢ an hr. retroactive to July 1, 1964, 9¢ an hr. eff. July 1, 1965 and 9¢ an hr. eff. July 1, 1966; 1 day bereavement leave on the death of members of immediate family; agreement to expire June 30, 1967.

**CYANAMID OF CANADA, NIAGARA FALLS, ONT.—UE (IND.):** 3-yr. agreement covering 500 empl.—wage increases ranging from 4¢ to 16¢ an hr. retroactive to Nov. 1, 1964, 4¢ to 16¢ an hr. eff. Nov. 1, 1965 and 4¢ to 16¢ an hr. eff. Nov. 1, 1966 (average cost 7½¢ an hr. per yr.), including adjustments for discontinuance of wage incentive plans; 2 wks. vacation after 2 yrs. (formerly after 3 yrs.); rate for labourer Nov. 1, 1966 will be \$2.20 an hr.; agreement to expire Oct. 1, 1967.

**DONOHUE BROTHERS LIMITED, CLERMONT, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC):** wage increase of 5% retroactive to Aug. 1, 1964 arising from wage reopener provided for in 3-yr. agreement covering 600 empl.—piece rate per cord increased to \$6.90 per cord (formerly \$6.60); rate for labourer becomes \$1.24 an hr.; agreement to expire July 31, 1965.

**MARITIME TEL. & TEL., PROVINCE-WIDE, N.S.—IBEW (AFL-CIO/CLC) (TRAFFIC EMPL.):** 2-yr. agreement covering 730 empl.—top rate increased by \$1.25 to \$2.25 a wk. in first yr. depending on locality, and by similar amounts in second yr.; vacation of 10 working days after 1 yr. of service (no change), 15 working days after 13 yrs. (formerly 14) eff. May 1, 1965 and of 20 working days after 24 yrs. of service (no change); maximum rate for operator at Halifax and Sydney after Sept. 20, 1965 will be \$62.25 a wk.; agreement to expire Sept. 20, 1966.

**CDN. WESTERN NATURAL GAS & NORTHWESTERN UTILITIES, ALTA.—NATURAL GAS EMPL. WELFARE ASSN. (IND.) & NATURAL GAS EMPL. BENEFIT ASSN. (IND.):** 1-yr. agreement covering 900 empl.—afternoon and night shift premiums increased to 10¢ an hr. and 18¢ an hr. respectively (formerly 8¢ and 16¢); rate for labourer \$2.05 an hr.; agreement to expire Dec. 31, 1965.

**TORONTO CITY, ONT.—PUBLIC EMPL. (CLC) (INSIDE EMPL.):** 2-yr. agreement covering 2,200 empl.—general wage increases of 10¢ an hr. retroactive to April 1, 1964 and 10¢ an hr. eff. April 1, 1965; 3 wks. vacation after 7 yrs. (formerly 10 yrs.) of service, and 4 wks. after 20 yrs. (formerly 25 yrs.) of service; agreement to expire March 31, 1966.

**TORONTO METRO., ONT.—PUBLIC EMPL. (CLC) (INSIDE EMPL.):** 2-yr. agreement covering 2,200 empl.—general wage increases of 10¢ an hr. retroactive to April 1, 1964 and 10¢ an hr. eff. April 1, 1965; 3 wks. vacation after 7 yrs. of service (previously after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (previously after 25 yrs.); agreement to expire March 31, 1966.

**TORONTO METRO., ONT.—CIVIC EMPL. (IND.) (OUTSIDE EMPL.):** 2-yr. agreement covering 800 empl.—general wage increases of 10¢ an hr. retroactive to April 1, 1964 and 10¢ an hr. eff. April 1, 1965; 3 wks. vacation after 7 yrs. of service (formerly 10 yrs.), and 4 wks. vacation after 20 yrs. of service (formerly 25 yrs.); afternoon and night shift premiums increased to 13¢ and 14¢ an hr. respectively (formerly 11¢ for both shifts); rate for labourer after April 1, 1965 will be \$2.26 an hr.; agreement to expire March 31, 1966.

# TEAMWORK in INDUSTRY

The St. Margaret's Hospital Representative Council in Biggar, Sask., has a knack for extracting maximum usefulness from whatever comes to hand. Although this labour-management body is only a year and a half old, it has demonstrated an enterprising spirit that is the pride of both hospital management and members of Local 333 (Biggar Division), Building Service Employees' International Union.

To cite a small instance: When the Department of Labour's *Teamwork in Industry* arrives each month, it is reviewed thoroughly by a council member. If he or she spots articles that might prove useful to personnel—particularly reports on the operations of other hospital labour-management committees—these are marked, and *Teamwork* is then posted on the employee bulletin board.

As another service to personnel, the council prepares summaries of all its minutes so that St. Margaret's busy staff can see at a glance what projects are being tackled through union-management co-operation.

Council secretary Mrs. Ronald Silvernagle, R.N., reports that the group's membership comprises two graduate nurses, three union employees, one non-union employee, and three management representatives, including one from administration. Acting in a purely advisory capacity, the council makes recommendations to management on such matters as quality of service to patients and public, safety measures, and reduced waste of time, material and human effort.

"In these times of constant and rapid development," says Mrs. Silvernagle, "it is important to look ahead and recognize the need for planning for the future. The council believes this can be done best if labour and management work closely together." Mrs. Silvernagle further reports that since the council was formed, minor problems are solved in the early stages, thereby avoiding serious grievances.

During the past year the council introduced many new safety measures throughout the hospital, established a "good-bye and marriage fund," promoted a standard

price for cafeteria meals, and recommended new diet cards whose flexibility caters to likes and dislikes among patients. The council also founded an emergency call system, known as "Operation Snowball," for quick summoning of personnel in case of disaster. Running out of projects? "Not likely," said Mrs. Silvernagle. "The council is looking forward to more achievements in the coming year."

\* \* \*

Interest continues to grow in the labour-management suggestion award plan set up in the shoe manufacturing firm of Bennett Limited, Fort Chambly, Que. A recent tally of the progress being made revealed that 82 per cent more suggestions were being submitted by employees by the end of one recent five-year period than at the beginning. Cash awards during the same period rose from \$460 to \$1,685 annually.

Latest winner is Roger Lamarre, who earned a bonus of \$750 for a suggestion to improve equipment used in the manufacture of shoes. Four other employees who assisted Mr. Lamarre in formulating his suggestion each received a cheque for \$50.

Bargaining agent is the Bennett Limited Employees' Syndicate, CNTU.

\* \* \*

At the Joy Manufacturing Company, Galt, Ont., fabricators of metal products, the labour-management Advisory Committee sponsored an "open house" recently for the wives and children of personnel. Committee officials planned for 200 visitors at the evening event—but the final tally was 500.

Guests were met at the door by president H. E. P. Hadfield, division manager G. A. Brennehan and their wives. Afterward they were escorted on tours through both offices and plant where many of the firm's machines were in operation.

Door prizes for the occasion were donated by members of United Steelworkers' Local 2871 and the Joy Employees' Credit Union. Refreshments for the children were provided by the Joy Canteen Society.

Personnel manager John Boehmer reports that the Joy Division Plan Advisory Committee was established last April. Among its achievements is an employee suggestion program. The committee comprises three union and three management representatives and a permanent secretary. Members are chairman John Patrick, local president Joseph Guisso, Ernest Ford, Bud Graham, Steve Stritychuk, Dick Figgins and Mr. Boehmer.

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during October. The Board issued nine certificates designating bargaining agents, ordered five representation votes and rejected four applications for certification. During the month the Board received 17 applications for certification, one application for revocation of certification, two requests under Section 61(2) of the Act for review of earlier decisions, and one application under Section 19(2) of the Act for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement. During the month the Board allowed the withdrawal of five applications for certification.

## Applications for Certification Granted

1. District 50, United Mine Workers of America, Local Union 15383, on behalf of a unit of unlicensed personnel employed aboard the M. V. *Sillery* by La Cie de Navigation du Golfe Ltée., Quebec, Que. (L.G., Nov., p. 986). The Seafarers' International Union of Canada had intervened.

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard the S.S. *William H. Daniels* by Superior Aggregates Company, Port Arthur, Ont. (L.G., Oct., p. 878).

3. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed aboard the M.V. *D'Vora* by Harney Brothers Co. Ltd., Rimouski East, Que. (L.G., Oct., p. 878).

4. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed aboard the M.V. *D'Vora* by Harney Brothers Co. Ltd., Rimouski East, Que. (L.G., Oct., p. 878). The Canadian Merchant Service Guild, Inc., Eastern Branch, had intervened.

5. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Guard Mavoline* by Levis Shipping Ltd., Quebec, Que. (L.G., Oct., p. 878).

6. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed

aboard the M.V. *Guard Mavoline* by Levis Shipping Ltd., Quebec, Que. (L.G., Oct., p. 878). The Canadian Merchant Service Guild, Inc., Eastern Branch, had intervened.

7. National Association of Broadcast Employees and Technicians on behalf of a unit of office personnel employed by Western Ontario Broadcasting Co., Ltd., Windsor, Ont. (L.G., Nov., p. 988).

8. Cape Breton Projectionists Union 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of announcers, operators, writers and film editors employed at Radio Station CFCY and CFCY-TV by Island Radio Broadcasting Co. Ltd., Charlottetown, P.E.I. (L.G., Nov., p. 988).

9. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of cook-deckhands employed by Western Tug & Barge Ltd., Vancouver, B.C. (L.G., Nov., p. 988).

## Representation Votes Ordered

1. Seafarers' International Union of Canada, applicant, North Shipping & Transportation Ltd., Quebec, Que., respondent (unlicensed personnel) and District 50, United Mine Workers of America, Local Union 13946, intervener. The Board ordered that only the name of the applicant appear on the ballot (L.G., Sept., p. 799) (Returning Officer: Miss M.-P. Bigras).

2. Seafarers' International Union of Canada, applicant, Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que., respondent (unlicensed personnel) and District 50, United Mine Workers of America, Local Union 13946, intervener. The Board ordered that only the name of the applicant appear on the ballot. (L.G., Sept., p. 799) (See also "Applications for Certification Rejected" item 3 and 4.) (Returning Officer: Miss M.-P. Bigras).

3. Seafarers' International Union of Canada, applicant, District 50, United Mine Workers of America, Local Union 13946, applicant and intervener, and Agence Maritime Inc., Quebec, Que., respondent (unlicensed personnel) (L.G., Oct., p. 877,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

878). These were cross applications and the Board ordered that the names of both unions appear on the ballot. (Returning Officer: Miss M.-P. Bigras).

4. and 5. District 50, United Mine Workers of America, Local Union 15377, applicant and intervener, Canadian Merchant Service Guild, Inc., Eastern Branch, applicant and intervener, and Agence Maritime Inc., Quebec, Que., respondent (licensed personnel). The Board ordered that two representation votes be held, one within a unit of marine engineers with only the name of District 50, United Mine Workers, Local Union 15377, on the ballot, the other within a unit of deck officers with the names of both District 50, United Mine Workers of America, Local Union 15377 and Canadian Merchant Service Guild, Inc., Eastern Branch, on the ballot. (L.G., Oct., p. 878, Nov., p. 988.) (Returning Officer: Miss M.-P. Bigras).

#### **Applications for Certification Rejected**

1. Seafarers' International Union of Canada, applicant, and Johnstone Shipping Limited, Toronto, Ont., respondent (unlicensed personnel) (L.G., Nov., p. 987). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, and Swiftsure Towing Company Ltd., New Westminster, B.C., respondent (unlicensed personnel) (L.G., Nov., p. 988). The application was rejected for the reason that on the evidence the applicant did not have a majority of the employees affected as members in good standing in accordance with the provisions of Rule 15 of the Board's Rules of Procedure.

3. and 4. The Board rejected applications for certification made by District 50, United

### **Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel, and by District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (L.G., Nov., p. 988). The applications were rejected for the reason that on the evidence given at the hearing on October 14, 1964, in the application affecting the unlicensed personnel it was established to the Board's satisfaction that collaboration and joint pressure had been brought to bear upon the employees in the proposed bargaining units to join the applicant unions, and to select the said locals as bargaining agents. Accordingly the Board is of opinion that in the circumstances it cannot accept the evidence of membership in Local 13946 or Local 15377 submitted by the applicants.

### Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of pilots employed by Island Airlines Ltd., Campbell River, B.C., (Investigating Officer: G. H. Purvis).

2. The Association of Employees of CJMS Radio Montreal Ltd., on behalf of a unit of employees of CJMS Radio Montreal Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by A. Escott Co. Ltd., North Vancouver, B.C. (Investigating Officer: G. H. Purvis).

4. International Association of Machinists on behalf of a unit of clerical employees in the Mechanical Department of the Quebec North Shore and Labrador Railway Company, Sept. Iles, Que. (Investigating Officer: R. L. Fournier).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Veteran Transfer Limited, Edmonton, Alta. (Investigating Officer: G. H. Purvis).

6. Teamsters, Chauffeurs, Warehousemen and Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Speedway Express Ltd., Lancaster, N.B. (Investigating Officer: H. R. Pettigrove).

7. International Longshoremen's Association Local 1842, on behalf of a unit of employees of Waterman's Service (Scott) Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

8. International Longshoremen's Association, Local 1654, on behalf of a unit of employees of Great Lakes Overseas Packing Division of Summerhayes Industrial and Wood Products Limited, Hamilton, Ont. (Investigating Officer: S. Emmerson).

9. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed by North Shipping & Transportation Ltd., Quebec, Que. (application withdrawn, see below).

10. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed by Agence Maritime Inc., Quebec, Que. (application withdrawn, see below.)

11. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (Investigating Officer: R. L. Fournier).

12. District 50, United Mine Workers of America, Local Union 15410, on behalf of a unit of unlicensed personnel employed by La Cooperative de Transport Maritime & Aerien (CTMA), Grindstone Island, Que. (Investigating Officer: R. L. Fournier).

13. District 50, United Mine Workers of America, Local Union 15405, on behalf of a unit of licensed personnel employed by La Cooperative de Transport Maritime & Aerien (CTMA), Grindstone Island, Que. (Investigating Officer: R. L. Fournier).

14. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Montreal terminal of Argosy Carriers (Eastern) Ltd., Toronto, Ont. (application withdrawn, see below).

15. Officer Employees International Union, Local 15, on behalf of a unit of office employees of Millar and Brown Ltd., Burnaby, B.C. (Investigating Officer: G. H. Purvis).

16. Automotive Lodge 1857, International Association of Machinists, on behalf of a unit of mechanics employed at Burnaby, B.C., by Pacific Inland Express Ltd., Calgary, Alta. (Investigating Officer: G. H. Purvis).

17. Canadian Transportation Workers' Union, No. 186, NCCL, applicant, and Glengarry Transport Ltd., Alexandria, Ont., respondent (Investigating Officer: G. A. Lane).

### Application for Revocation Received

Floyd Barkwell, *et al*, applicants, Liquid Cargo Lines Limited, Clarkson, Ont., respondent, and General Truck Drivers Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America, respondent. The application was for the revocation of the certification issued by the Board on June 24, 1964, to the respondent union in respect of a unit of drivers employed by the respondent company. (L.G., Aug., p. 715).

#### Requests for Review Received

1. Request by Peter Rempel, *et al*, applicants, for review of the certificate issued by the Board on June 7, 1961 which certified the National Association of Broadcast Employees and Technicians as bargaining agent for a unit of employees of Channel Seven Television Limited, Winnipeg, Man. (L.G. 1961, p. 794).

2. Request by the Association of Radio and Television Employees of Canada, for review of the certificate issued by the Board on June 25, 1953, which certified it as bargaining agent for a unit of employees of the Canadian Broadcasting Corporation. (L.G. 1953, p. 1154).

#### Application under Section 19(2) of Act

Application for the provision for final settlement of differences concerning the meaning or violation of the collective agreement between Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, and General Truck Drivers, Local 938, and Transport Drivers, Warehousemen, Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, (in substitution for

the Taggart Employees Association pursuant to Section 10(c) of the Act), applicant, and Taggart Service Limited, Ottawa, Ont., respondent (L.G., Sept., p. 800).

#### Applications for Certification Withdrawn

1. Seafarers' International Union of Canada, applicant, and Pacific Tanker Co. Ltd., Vancouver, B.C., respondent (L.G., June 1963, p. 504).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Edwards Transport Ltd., Montreal, Que., respondent (L.G., Oct., p. 878).

3. Seafarers' International Union of Canada, applicant, and North Shipping & Transportation Ltd., Quebec, Que., respondent (marine engineers) (application received during month).

4. Seafarers' International Union of Canada, applicant, and Agence Maritime Inc., Quebec, Que., respondent, (marine engineers) (application received during month).

5. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Argosy Carriers (Eastern) (Ltd., Toronto, Ont., respondent (Montreal Terminal) (application received during month).

## Conciliation and Other Proceedings before the Minister of Labour

#### Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Maple Leaf Mills Limited, Calgary, Alta., and Local 1145 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: D. S. Tysoe).

2. The J. P. Porter Company Limited, Marine Industries Limited, McNamara Marine Limited and Canadian Dredge & Dock Co. Ltd. and Seafarers' International Union of Canada (licensed division) (Conciliation Officer: C. E. Poirier).

3. Quebec Cartier Mining Company, Port Cartier, Que. and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

4. B.C. Towboat Owners' Association (certain member companies) and Seafarers'

International Union of Canada (Conciliation Officer: D. S. Tysoe).

5. Canadian Pacific Railway Company (S.S. *Princess of Acadia*) and Canadian Brotherhood of Railway, Transport and General Workers (engineer officers and electrical engineer officers) (Conciliation Officer: H. R. Pettigrove).

6. M. & P. Transport Ltd., Edmonton, Alta. and The Association of Employees of M. & P. Transport Ltd. (Conciliation Officer: D. S. Tysoe).

7. TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists (Conciliation Officer: J. S. Gunn).

#### Conciliation Boards Appointed

1. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Trans-



port and General Workers (L.G., Sept., p. 805).

2. Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Sept., p. 805).

3. Western Manitoba Broadcasters Ltd. and Association of Radio and Television Employees of Canada (L.G., Aug., p. 717).

4. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 882).

5. B.C. Towboat Owners' Association (various companies) Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (L.G., Nov., p. 990).

6. B.C. Towboat Owners' Association, Vancouver, and Canadian Merchant Service Guild (deck officers) (L.G. Nov., p. 990).

7. B.C. Towboat Owners' Association, Vancouver, and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (engineer officers) (L.G., Nov., p. 990).

8. The Cumberland Railway Company (Sydney and Louisburg Division), Montreal, and Brotherhood of Railroad Trainmen (no conciliation officer previously appointed).

9. Quebecair, Inc., Rimouski, Que., and International Association of Machinists (hostesses, flight agents and employees in the maintenance, traffic and operations departments) (L.G., Sept., p. 805).

#### **Conciliation Board fully Constituted**

The Board of Conciliation and Investigation established in October to deal with a dispute between Quebecair, Inc., Rimouski,

Que., and International Association of Machinists (hostesses, flight agents and employees in the maintenance, traffic and operations departments) (see above) was fully constituted in October with the appointment of His Honour Judge Jules Poisson of Montreal as Chairman. Judge Poisson was appointed by the Minister in the absence of a joint recommendation from the other two members Denis Germain and Jean-Paul Menard, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

#### **Board Report of Settlement Received**

Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians (L.G., Aug., p. 717). The text of the report is reproduced below.

#### **Strike Action following Report of Industrial Inquiry Commission**

Newfoundland Employers' Association Limited, St. John's, Newfoundland and The Longshoremen's Protective Union (L.G., Aug., p. 718). The text of the report is reproduced below. The longshoremen rejected the recommendations of the Commission and a stoppage of work occurred on October 26, 1964.

#### **Disputes not Settled (Minister Refused to Appoint Conciliation Boards)**

1. Radio Saguenay Limitee (CKRS-CKRS-TV) and National Association of Broadcast Employees and Technicians (L.G., May, p. 397).

2. Tourist Services Ltd., Whitehorse, Y.T., and General Truck Drivers and Helpers, Local Union No. 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 805).

## **Report of Board in Dispute between**

*Maple Leaf Broadcasting Co. Limited (Radio Station CHML)*  
*and*

*National Association of Broadcast Employees and Technicians*

The Board of Conciliation consisting of Fred G. Hamilton, member, William F. Scandlan, member, and T. C. O'Connor, Chairman, met the parties in Hamilton, Ont., on July 28, August 6th and September 15, 1964.

The Board of Conciliation is pleased to report that the parties have reached agreement on all items in dispute.

#### **TERMS OF SETTLEMENT**

1. Clause 2.01—Recognition shall be as in company proposal.

2. *Article V*—Management rights shall be as in company proposal clauses 5.01, 5.02 and 5.03, with the addition of the following as 5.04: "The Company agrees that it will not exercise any of the rights set forth in this article in a manner incon-

During October, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians.

The Board was under the chairmanship of T. C. O'Connor of Toronto. He was appointed by the Minister on the joint recommendation of the other two members of the Board, F. G. Hamilton of Toronto and William F. Scandlan of Hamilton, nominees of the company and union, respectively.

The report is reproduced here.

sistent with the express provisions of this agreement."

3. *Article XI—No Strikes, No Lockouts—* 11.01 shall be as in company proposal.

11.02 shall be as in company proposal with the addition of "during the life of this agreement" after the word "slowdown" in the third line thereof.

11.03 shall be as in company proposal.

11.04 shall read: "The union agrees not to involve the company in any dispute which may arise between any other employer and the employees of such other employer."

11.05 shall read: "The company will not assign, transfer or require employees to go to any radio station, television station, transmitter, studio or similar facility where a lawful strike of any persons whose functions are similar to those covered by this agreement is in progress or to originate a programme or programmes not normally fed to such facility, provided that nothing herein shall restrict the company from performing its normal function as a news medium."

4. *Article XVI—Seniority*

(i) 16.02 shall read: "Seniority as referred to in this agreement shall mean the length of continuous service in the employ of the company within the bargaining unit."

(ii) 16.04 (b) shall read: "During the first three months of absence due to illness or written leave of absence."

16.04 (c) shall read: "During the first twelve-month period of a layoff"

(iii) 16.08 shall read: "The company shall give as much notice as is reasonably possible to employee prior to a layoff but in any event will give a minimum of two weeks' notice of layoff resulting from a reduction in staff due to a shortage of work." (iv) 16.10 shall be as proposed in the union revision of this Article submitted March 2, 1964.

5. *Article XIII—Hours of Work and Work Week*

13.01 shall read: "The company agrees to continue its present practice with respect to the scheduling of work days and work weeks to approximate a 40 hour work week as follows:

(a) a six-hour board shift plus preparation and clean-up time on a six-day-per-week basis for programme operators;

(b) a five and one-half day week for programme operators not scheduled on a board shift;

(c) a five and one-half day week for maintenance technicians."

13.02 shall read: "Overtime at the rate of time and one-half the employees' normal rate based on a 40 hour week shall be paid for all authorized hours worked in excess of an employee's normal work day or work week."

6. *Article XIV—Vacations with Pay*

14.01 shall read: "All employees who have completed one year's employment with the company shall be entitled to three weeks vacation with pay at the employee's normal rate of pay.

Such vacations to be taken at a time or times convenient to the company."

14.02 shall read: "The company agrees that it will arrange each employee's work schedule so that each employee has either Christmas Day or New Year's Day as a day off with pay. One of the three weeks vacation with pay provided in Clause 14.01 is granted in lieu of any additional statutory holidays."

7. *Article XVIII—General*

(i) 18.01 shall read: "The company agrees during the lifetime of this agreement it will continue its present pension, medical, hospital and life insurance plans on the same contributory basis."

(ii) 18.02 shall be as in Company proposal.

(iii) 18.03 shall be as in the Company proposal with the addition of Clause 25.3 from the Union proposal.

(iv) 18.05 shall read: "Upon request by the Union, the Company agrees to release without loss of pay or leave credits, Union representatives to attend grievance meetings with Management concerning this bargaining unit."

8. *Dues Check-Off*—shall read as follows: "The company agrees during the lifetime of this agreement to the extent authorized by any employee to deduct one and two-thirds per cent (1.666%) each month from the gross earnings of such employee for his Union dues and to remit same to the National Association of Broadcast Employees and Technicians by payment to the nominee of the President of the union not later than the 15th day of the following month.



Any such authorization shall be in duplicate and shall be signed by the employee concerned and properly witnessed. It shall be on a form approved by the union and the company. Any such authorization shall be irrevocable except during the last (5) five days of the lifetime of this agreement. One copy of any such authorization or revocation shall be filed with the company, and one copy given to the nominee of the President of the union.

The Company when remitting such dues, shall name the employees from whom such deductions have been made, the respective amounts deducted, and the employees who have revoked their authorizations, or who have left or joined the Company since the last payment."

9. Wages—Schedule "A" to provide for the following wages:

Starting Rate	Program Operator	Maintenance Technician
	per week	per week
Upon completion of probationary period	\$70	\$90
After 1 year's employment	75	95
After 2 years' employment	78	98
After 3 years' employment	81	101
On Merit	85	105
	100	120

The company agrees that every six months it will consider the rate of all employees

who have in excess of three years' employment and who have not reached the merit maximum, and, at the request of the employee, to explain its reasons for granting a merit increase or not granting a merit increase. Merit increases are in the sole discretion of the company and nothing in this agreement shall be construed to give an employee the right to grieve on the matter of a merit increase. If upon the institution of the foregoing wage schedule an employee does not receive an increase of at least \$4.00 per week, he shall be granted an additional amount sufficient to bring his increase to the sum of \$4.00 per week.

10. A one-year agreement from the date of ratification hereof by the union membership.

11. All other items as agreed upon by the parties during negotiations. All of which is respectfully submitted.

Dated at Toronto, Ont., this 29th day of Oct., 1964.

(Sgd.) Thomas C. O'Connor,  
Chairman.

(Sgd.) F. G. Hamilton,  
Member.

(Sgd.) Wm. F. Scandlan,  
Member.

## Report of Industrial Inquiry Commission in Dispute between

*Newfoundland Employers' Association Limited*

*and*

*Longshoremen's Protective Union*

### PART I—PRELIMINARY FACTS

The last collective agreement between the parties terminated on December 31, 1962, and following a breakdown in negotiations over the provisions of a new agreement, Mr. H. R. Pettigrove, Federal Conciliation Officer, attempted to bring the parties together and define the issues in dispute. Mr. Pettigrove's report of February 6, 1964 outlined the progress of negotiations which resulted in a failure of the parties to reach an agreement.

On February 7, 1964, a Board of Conciliation and Investigation was appointed under the provisions of the Act to mediate the dispute. This Board was composed of P. Copes, Chairman, with L. J. Dobbin, union nominee, and F. J. Elliott, nominee of the Newfoundland Employers' Association, Limited.

The Board made a most thorough investigation of all matters in dispute and exerted all reasonable efforts in an attempt to narrow the area of conflict and bring the parties to an agreement. The Board exhausted the possibilities of negotiation and so reported to the Minister of Labour on March 17, 1964 (L.G., May, p. 398).

Following the submission of the Board's report, a stoppage of work occurred on the St. John's waterfront which disrupted the shipment of urgently needed supplies and precipitated a serious emergency.

H. R. Pettigrove was again assigned the task of bringing the parties together under an arrangement that would provide for resumption of work on the waterfront. Meetings with the parties were held on various dates, commencing on May 10, during

which the time-consuming task of gang-listing was undertaken and revised proposals were made in an attempt to effect a settlement.

On June 12, a joint meeting was convened at the request of Premier J. R. Smallwood. At this meeting a Memorandum of Understanding was signed by the parties by which the longshoremen agreed to return to work without delay and the employers agreed to resume normal business operations.

Among the conditions included in the said Memorandum of Understanding were the following:

4. The Government of Canada will appoint at once an Industrial Inquiry Commission to examine and report on the operating conditions in the Port of St. John's.

5. It is understood that it is impossible to tell how long the Industrial Inquiry Commission will take to complete its work and make its report and recommendations. However, it is greatly desired by all parties that this work be done as quickly as possible, preferably in two to three months. However, if the report of the Commission is not received by the end of September then the parties will be free to terminate these present understandings.

6. The L.S.P.U. and [the] N.E.A.L. will, within fourteen days after the report is received, state clearly their position on the report and any recommendations it may contain.

7. The Government of Canada, after the report on the Port of St. John's is made, will set up an additional inquiry. This inquiry will be made into the broad and general freight and transportation matters for the province in general and will cover freight moving into and out of the province.

8. The Government of Newfoundland, through the Premier, have in our presence and hearing given the following undertakings:

(a) They will support all sound and reasonable recommendations that may be made by the Commission for efficiency and economical operation of the Port of St. John's, including the use of side-loaders.

(b) They will, by practical financial means, over and above anything done by agreement between the L.S.P.U. and [the] N.E.A.L., assist longshoremen and their families who may be unfavourably affected by such greater efficiency in port operations in St. John's. This agreement of intention by the Newfoundland Government will be generously interpreted by the Government and should be understood as a sincere contribution by the Government to the purpose of preventing hardship to longshoremen and their families that may be caused by any changes in the system of port operations as a result of the recommendations of the Commission.

## PART II—PROCEEDINGS

In view of the agreement by the parties in the above Memorandum of Understanding to the appointment of an Industrial Inquiry Commission, the Minister of Labour on June 18, 1964 appointed the undersigned

as an Industrial Inquiry Commission to confer with the said parties and to endeavour to mediate the issues in dispute between them and to report thereon to him not later than September 30, 1964.

In pursuance of the said appointment, the Commission met with the parties in St. John's on July 21, 1964. Representing the Union were: Mr. Norman Donovan, President; Mr. Wilf Atkinson, Secretary-Treasurer; Mr. Jack Power, Financial Secretary; Mr. Hubert Crane, Vice President; Mr. Frank Barrett, First Vice President; Mr. John Doyle, Treasurer; Mr. William Rogers, Second Treasurer; Mr. Joe Quann, Grand Marshal; Mr. Gordon Reddy; and Mr. Peter Whitten, Delegate, 4-man Negotiating Team.

Representing the employers were: Mr. James Hutcheson, General Manager, Clarke Steamship Co. Limited; Mr. Brian Doherty, Terminal Manager (Clarke); Mr. Morris Devine, Manager, Furness Withy and Company Limited; Mr. Frank M. Lawlor, Manager, Murray Agencies and Transport Company Limited; Mr. G. James Jaynes, Assistant Superintendent Express Freight, Canadian National Railways; and Mr. Thomas Curry, Newfoundland Canada Steamship Limited.

On application to the Department of Labour, the Commission secured the assistance of Mr. Monroe Sargent, of the Manpower Consultative Service, to aid the Commission and a joint management-labour committee in analyzing the list of longshoremen to determine the number of *bona fide* waterfront workers. This joint committee had as its chairman Mr. Joseph Gillies of the federal Department of Labour, Newfoundland.

On July 23, the Commission adjourned until August 17 to allow the above committee time to study and report on the work assigned to it.

The Commission reconvened at St. John's on August 17 and adjourned on August 19 at the request of the Union, who desired time to study a company proposal on severance pay and prepare counter proposals.

On September 15, the Commission reconvened at St. John's, and the company proposals, as well as the union counter-proposals, were studied. On September 16, the Commission, feeling that it had exhausted all avenues that might lead to a practical and reasonable compromise, announced that the hearings were ended and that a report would be made to the Minister of Labour.



### PART III—THE ISSUES

The issues in dispute were well stated by the Board of Conciliation in its report of March 17, 1964 (L.G. May, p. 398). They were as follows:

Changes proposed by the NEA were designed to reduce the cost per ton of freight handled by more efficient use of manpower—confirming a reduced gang size, increasing the sling load, abolishing “restrictive practices,” and introducing new equipment and methods (in particular, introducing a “side-port” vessel). Most important was the employers’ desire to see a reduction of the longshore labour force to a smaller number of men that could be offered substantially full-time employment.

In return for the above, the companies were prepared to increase wages and their contribution to the Welfare Fund.

The concern of the LSPU was centred on maintaining as large a number of hours of work for their membership as possible. While conceding the inevitability of modernization and mechanization in the industry, they were desirous of slowing the pace of change so that the rate of reduction in the number of hours of work available would not outrun too rapidly the rate of decline (through attrition) in the labour force. To assist in the process of reducing the labour force, the Union had closed its books to new members since 1954 (except for a few new members allowed to join in 1957). The Union strenuously opposed the introduction of a side-port vessel, which would require far less labour to unload than a conventional vessel. The Union’s desire to maintain many “restrictive practices” was evidently also a matter of resisting labour-saving changes in work methods, . . .

Another crucial concern of the Union was to spread the available work as evenly as possible amongst all Union members who wished to make longshoring their main vocation. To this end the Union sought the introduction of a port-wide gang rotation system. As a measure of security the Union wished to control the rotation system through a Union dispatch office.

In discussions before the Commission, the Union offered to accept, as an alternative to port-wide rotation, a severance pay and pension arrangement, which is described later in this report.

### PART IV—DISCUSSIONS

The Commission felt that its first duty was to ascertain how many names on the list of longshoremen, previously submitted, were *bona fide* waterfront workers, as there was some evidence that the list contained the names of persons no longer available for work or who had taken on other jobs. It was agreed by all that the basic problem was one of surplus manpower, and if the unqualified or pensionable workers represented a considerable number who could be eliminated without protest, it would facilitate the settlement of other issues in dispute.

Accordingly, a joint committee, with the assistance of Mr. Sargent, Manpower Consultative Service, was assigned the task of producing a realistic list of qualified longshoremen. In Appendix C may be found the result of the committee’s survey, and it has been used by the Commission as the basis for calculating the cost of the employers’ proposal on severance pay.

Having determined the number of qualified longshoremen on the list, the next task was to determine the number of men who would agree to drop from the employment roll and accept severance pay or pension.

The Union first proposed a severance pay arrangement as contained in Appendix D. This formula was based on average earnings for the past two years of \$2,000. It was proposed that each man be paid 60 per cent of that sum “spread over the period that a member accepted the scheme and his application to receive pension.” The companies objected to this proposal because in arriving at the average wage of \$2,000, the Union had included the wages of foremen, fork-lift operators and checkers, who were in a different classification and who, by mutual agreement, were excluded from the list of men to be affected by the proposals made.

The employers’ proposal on severance pay is contained in sheet 2 of Appendix C. It provided for an amount equal to 25 per cent of the amount of the deficiency, if any, between a man’s regular pay in any calendar year during the next five years, namely, 1964 to 1968, inclusive, and his average annual pay for the previous two years, the calendar years 1962 to 1963, inclusive. An employee would cease to be eligible for severance pay if he is called for work on five separate occasions in any calendar year and did not show up for work, unless excused by reasons of health.

Under this proposal, if a man had average earnings of \$1,600 over the past two years and had no earnings in any of the next five years, he would receive \$400 in each of the next five years, being a total of \$2,000. If he had earnings in any of the next five years, such earnings would reduce the amount received by the sum of such earnings.

Although the above formula is termed severance pay, it is not a severance arrangement, for the recipients of these payments are still eligible for employment when called.

The matter of severance pay was discussed at length. The Union’s final proposal is contained in Appendix C. In brief, it proposed that, as an alternative to port-wide rotation, an employee receive 10 per

cent of his average earnings over the past five years multiplied by his number of years of service. For those 59 years and younger, the sum thus arrived at would be divided by the years remaining to retirement at 65 years of age. For those 60 to 65 years of age, the said sum would be divided by five and multiplied by the number of years from retirement at 65 years of age.

The companies protested that the amount of severance pay, represented by the union formula, was "totally unrealistic" when compared to income received over the past five years; that the estimated cost of the plan was in the vicinity of \$500,000 and represented a financial burden that would mean the end of steamship operations in the Port of St. John's. The companies' principal objection was that it would result in the retirement of many valuable men who are required in the work force in order to have an efficient port. At the same time, it was claimed, many men would be left in the force who were not considered to be qualified stevedores. These, and other objections by the companies, are contained in Appendix E (not reprinted here).

The proposals of both Union and employers, mentioned above, together with the Commission's compromise proposal are contained in Appendix C.

The matter of restrictive practices, port-wide rotation and the side-port vessel were exhaustively discussed before the Conciliation Board, the Conciliation Officer and before this Commission. While the Union admitted that the introduction of modern methods in the Port of St. John's was inevitable if the port was to survive, it is the opinion of the Commission that the objection was based on the reduction of the work force that would result from such changed methods of operation. This, apparently, was also the ground for objecting to relaxing their control of restrictive practices and for the insistence on port-wide rotation of gangs, where employment would be available to all longshoremen and the earnings of all would be equalized.

The Commission took the position during the discussions that as the companies were adamantly opposed to port-wide rotation, and with considerable justification if the port was to achieve an efficient working force, it would be impractical to recommend such a proposal.

The Companies supplied a list of restrictive practices operating in the Port of St. John's. The Commission agrees that many of these practices do not prevail in any other port and are harmful to the efficient operation of the port. The Com-

mission's proposed collective agreement submitted herein eliminates the most harmful restrictive practices referred to.

## PART V—RECOMMENDATIONS

If the Port of St. John's is to stop the current decline of the waterfront industry and become an efficient competitive port, two problems must be resolved. These are: manpower utilization and job security, and one cannot be resolved without an accompanying adjustment in the other. It therefore becomes most important that we should recognize and understand the economic and competitive problems that exist for management when the services of employees cannot be utilized productively.

If the present excessive costs of ship freight handling continues, the inevitable result will be a further decline in the port's competitive position and the eventual withdrawal of major shipping facilities. As the Conciliation Board's report noted, in the past 15 years many shipping lines have dropped St. John's from their service. Of the three leading lines still operating, two are doing so on a marginal basis, and failure to reduce the relative costs of operations will force a further reduction in traffic.

It is also important that we should recognize, and share, the Union's concern for the welfare of the men employed in the industry. Where men have served an industry for the major portion of their lives, there is an obligation upon industry to provide some protection when changed methods of operating reduce employment or eliminate jobs.

Under ordinary circumstances, time would be allowed the parties to develop machinery for the solution of their mutual problems in the next several years, but it is the Commission's view that any further delay in adopting the proposed changes could well be fatal for St. John's as a port, in the accepted meaning of the term. Time has run out, and if the port is to continue, the problem must be resolved now, and not left to the time-consuming factors of attrition and evolutionary changes to provide for gradual improvement.

In the view of the Commission, the waterfront industry at St. John's must be changed from a predominantly casual to a relatively stable work force. Where employment is largely on an occasional basis, the effect is to reduce the employment opportunities of other more permanently attached longshore employees and lessen efficiency in freight handling.



In the opinion of the Commission, many restrictive practices at the Port of St. John's result in (1) less cargo handled at the pier, (2) a decline in employment opportunities, not just for extra men but for all men at the piers, and (3) fewer total man-hours worked.

The United States Department of Labor report on manpower utilization in the longshore industry supports the above and its comments on restrictive measures in gang operations could have been written specifically for the Port of St. John's:

If the regular men in the gang cannot be fully utilized, and extra men must be hired while some gangmen are not utilized, the jobs that are preserved are those of the extra men. And similarly, higher costs of operations make the pier less competitive, which in the long run could be reflected in less employment for regular gangs.

The greater the degree of flexibility in the assignment of regular men on the piers, the less the need for extra men. Greater flexibility would assure that the available work will be performed by the regular work force. Thus, an increase in the flexibility of assignments, while it reduces total man-hours of employment in the industry, reduces primarily the hours worked by extra men, and not the hours of regular employees.

Although the Commission sympathizes with the Union's view that further mechanization of the port is discouraging, it must be admitted that the introduction of a new type vessel, or side-port, would, from the standpoint of efficiency and cost reduction, be beneficial to the port. If the net result of such change be an increased volume of traffic generated—and we believe this would result—then it could only help in increasing job opportunities and encouraging other shipping lines to return to the Port of St. John's.

1. Accordingly, the Commission recommends that the parties accept the proposed collective agreement, attached hereto, which incorporates the changes agreed to before the Conciliation Officer, the Conciliation Board, as well as others, which the Commission feels are essential before the Port of St. John's can be placed on a sound and efficient operating basis.

2. It is proposed that the Longshoremen's Protective Union and the Newfoundland Employers' Association Limited enter into the attached proposed collective agreement, which should be for a period of three years, effective from date of signing.

### 3. Manpower Surplus:

In order to take care of surplus workers, all employees who are not eligible for retirement pensions and who are designated as union members in the list submitted to the Conciliation Officer in June 1964 (this was a list of 503 men which, it was claimed,

represented the active work force) and employees who the employer states worked for him as longshoremen in a previous year shall be entitled to receive as additional remuneration over and above their regular rates of pay, an amount equal to 33½ per cent of the amount of the deficiency, if any, between their regular pay in any calendar year during the next five years, namely, 1964 to 1968, inclusive, and their average annual pay for the two previous years (the calendar years 1962-1963 inclusive).

It is further proposed that the longshoremen classed as surplus in the previous paragraph and paid in accordance with the provisions thereof be placed on a spare board or reserve pool of longshoremen who will be available for work on the waterfront when called.

It is proposed that all longshoremen aged 65 and over be retired on pension, such pension payments to be derived from the following sources:

(i) The sum available from the Union-Management Pension Fund to a maximum of \$40 where the employee has 25 years of service, as according to the provisions of the said Pension Fund agreement, an employee with 25 years of service who has reached the age of 65 may receive a pension of \$40. However, it is our understanding that the said Fund is not actuarially sound and there is not sufficient money to provide the employees expected to be retired immediately hereafter with a pension of the amount noted. In our view, it is desirable that all employees presently to be retired receive the said sum of \$40 per month, and that the deficiency between the amount available from the Pension Fund and the sum noted be made up from some source.

(ii) The sum of \$75 per month to be paid under the provisions of the Old Age Assistance Act, on establishing eligibility.

The Commissioner expresses his grateful thanks to Mr. H. R. Pettigrove, Conciliation Officer, for his expert guidance and advice, based on long years of experience in the field of conciliation; to Mr. M. Sargent, Manpower Consultative Service, for his detailed and valuable assistance in dealing with the vexing problem of surplus manpower; and to Mr. Joseph Gillies, federal Department of Labour, Newfoundland, for his assistance in assessing the different issues placed before the Commission.

DATED at Antigonish, in the County of Antigonish, Province of Nova Scotia, this 28th day of September, A.D., 1964.

(Sgd.) A. H. McKinnon  
Industrial Inquiry Commission

## APPENDIX C

## UNION PROPOSAL

1. *Proposal*
  - a. The wages of a wage earner working on the waterfront will be averaged over his past five years.
  - b. Take 10% of the above averaged figure.
  - c. The sum obtained under item b will be multiplied by the number of the wage earner's years of service.
  - d. For those 59 years of age and under divide the figure in item c by the years remaining to retirement age (65).
  - e. For those 60 to 65 years of age divide the figure in item c by 5 and multiply by the number of years from retirement (65).
  - f. The sum determined in items d and c will be paid in monthly installments to age of retirement.

2. *Number of Men to be Affected*  
Union unable to estimate.

3. *Annual and Total Cost of Severance Proposal*  
Union unable to estimate costs. Employers estimate, made on the basis that those accepting the proposal would be in the higher age and earning categories is \$600,000.00 in total.

4. *Commissioner's Comment*

a. Considering the very attractive terms of this proposal it is likely that this would result in a greater than required depletion of the total work force.

b. This proposal would eliminate some of the more desirable employees while retaining those least productive.

## EMPLOYERS' PROPOSAL

1. *Proposal*

a. Workers shall be entitled to receive as additional remuneration over and above his regular rates of pay, an amount equal to 25% of the amount of the deficiency, if any, between his regular pay in any calendar year during the next five (5) years, namely, 1964 to 1968, inclusive) and his average annual pay for the previous two (2) years (the calendar years 1962 to 1963 inclusive). An employee shall cease to be eligible for severance pay if he is called for work on five (5) separate occasions in any calendar year and does not show up for work, unless excused by reason of health.

2. *Number of Men to be Affected*

## a. 1965-1966

Present number on union list .....	503
Labour requirements .....	294

## APPENDIX D—UNION PROPOSAL AS REGARDS TO SEVERANCE PAY

The LSP Union is vitally concerned with the problem of the surplus worker in the coming days of increased mechanization in longshore operations in the port of St. John's and has given quite serious thought to the coming situation. While it is agreed that there will be some hardship to some men it must be also understood that the machine must pay in some form for the displaced worker and not the worker for the machine or increased efficiency which in effect means increased profits for the operator.

Surplus .....	209
Age 65 and over subject to pensionable retirement .....	30
Estimated number to be in receipt of severance proposal .....	179
b. 1967-1968	
Present number on union list .....	503
Labour requirement .....	252
Surplus .....	251
Age 65 and over subject to pensionable retirement .....	51
Estimated number to be in receipt of severance proposal .....	200

3. *Annual and Total Cost of Severance Proposal*

Amount available for deficiency—severance payments for each year of the five (5) year period ..... \$75,500.00  
Total for the five (5) years ..... \$377,500.00

4. *Commissioner's Comment*

a. As compared to the Union proposal this severance arrangement is of a selective nature in that the employers, having the right to hire whom they wish, can eliminate the least productive worker while retaining those with capacity for higher earnings. But, all workers will be eligible for deficiency payments.

b. This proposal will permit workers, who desire to do so, to remain on a Union "Spare Board" and thus be eligible for any work available.

## COMMISSIONER'S PROPOSAL

1. *Proposal*

Same as "Employers' Proposal", Page 2, with the exception that 33 $\frac{1}{3}$ % be substituted for 25%.

2. *Number of Men to be Affected*

Same as "Employers' Proposal", Page 2.

3. *Annual and Total Cost of Severance Proposal*

Amount available for deficiency—severance payments for each year of the five (5) year period ..... \$ 87,000.00  
Total for the five (5) years ..... \$435,000.00

4. *Commissioner's Comment*

In the event that this 33 $\frac{1}{3}$ % deficiency proposal is rejected by the Union on the grounds of inadequacy or causing hardship, it is recommended that any additional payments required to be made by the Government of Newfoundland to secure its acceptance be made in accordance with this deficiency formula.

The union has examined two proposals of the employers as regards severance pay and puts forth the following objections.

*Alternate One:*

40% of the average earnings for the past two years does not give a true picture because of the reduction of work gang from 32 to 26 men on the period 1958-1962. The man should be allowed to seek employment on the waterfront to implement his severance pay for the period involved until he is eligible for pension. This



does not mean that he shall be a member of a gang but should be on a spare list. As regards to past earnings it is the Union's experience that the elderly member was the man dropped from the gang in the reduction and therefore has a low rate of earnings for the period involved i.e. the past two years.

#### Alternate Two:

This proposal penalizes a member who is unfortunate in the sense of not being a member of a regular gang on an active premises. To illustrate this the Union takes the case of Murray Agencies and Furness Withy. When Murray Agencies were in operation they employed three gangs on a practically permanent basis. These men had a very good rate of earnings as the waterfront of St. John's goes. \$2,500-\$3,000 per year. For business reasons Murray Agencies and Furness Withy formed a merger and now operate from Furness Withy premises. Previous to this merger Furness Withy had four foremen or steady gangs—Murray Agencies three foremen or steady gangs making a total of seven gangs. On Furness there are now six foremen or gangs. The Companies con-

cerned promoted one foreman—another went to another premises with a promotion and no longer hires men. This in effect meant that two gangs of men had no means of being hired, although it must be said that some individuals found work with other gangs. This points up the fact that the last sentence of paragraph one cannot apply.

#### Union Alternative

In conclusion would base severance pay on the following basis. Union figures show from the men's earnings over the past two years that the average is \$2,000 per year. This includes foremen, checkers and casual workers. A reasonable figure, and this would be subject to ratification by the members, would be 60% of the average earnings spread over the period that a member accepted the scheme and his application to receive pension. The Union feels very much concerned about this matter and it is a problem that Management and Union possibly with the help of Government must do all in their power to resolve.

APPENDIX E—Not reprinted here.

### PROPOSED COLLECTIVE AGREEMENT BETWEEN L.P.U. AND N.E.A.L.

#### ARTICLE I—General Purpose of Agreement

1. This agreement is made and entered into this day of 1964 by and between the NEWFOUNDLAND EMPLOYERS' ASSOCIATION LIMITED (CARGO OPERATORS) and the LONGSHOREMEN'S PROTECTIVE UNION OF ST. JOHN'S, NEWFOUNDLAND and supersedes all existing and previous contracts and customs except as incorporated and carried forward herein. In consummating this agreement, the parties hereto recognize that it is mutually beneficial and advantageous to secure and maintain an efficient, uninterrupted operation and general stabilization of the industry. Each party agrees that the working conditions hereafter set forth shall be binding on all members of the parties, individually and collectively, and neither party will exercise its rights, powers or functions oppressively in dealing with the other.

#### ARTICLE II—Duration of Agreement

2. This agreement shall become effective as of ..... 1964 and remain in full force and effect until ..... and will renew itself automatically from year to year thereafter unless either party shall serve written notice sixty (60) days prior to the expiration of any year or desire to amend or terminate the agreement.

The foregoing termination provision shall not be construed as limiting or affecting in any way the obligations of the parties contained in Article VII of this instrument of agreement with respect to welfare benefits.

#### ARTICLE III—Rates of Pay

3. *General Cargo*—The hourly rate of pay for men handling general cargo will be as follows:

	Jan. 1, , 1964		
	Dec. 31, 1964	Dec. 31, 1965	Jan. 1, 1966
Between the hours of 0800 and 1700	\$1.94	\$1.98	\$2.02
Between the hours of 1700 and 0800	\$2.91	\$2.97	\$3.03
Between Mid-night Sunday and 0800 Monday	\$4.36	\$4.45	\$4.54

4. *Dangerous Explosives*—The hourly rate of pay for men handling dangerous explosives will be:

Between the hours of 0800 and 1700	\$4.15	\$4.24	\$4.33
Between the hours of 1700 and 0800	\$4.36	\$4.45	\$4.54

If it is necessary to load or discharge other cargo in the same hold after explosives have been loaded, the same rates shall apply, but not to men loading deck cargo after explosives have been loaded. For the purpose of this agreement, dangerous explosives shall include dynamite, blasting, black powder, fused or unfused shells, and any cargo with a Government Explosives label, but shall not comprise small arms ammunition.

5. *Dirty or Obnoxious Cargo*—Dirty or obnoxious cargo as listed below shall carry the following commodity rates:

\$0.10 per hour over basic rate, day or night, to all men handling the following commodities:

Creosoted Wood	Bagged Zinc Sulphate
Non-Corrode Pipe	Bagged Lime
Bagged Soda Ash	Bagged Whiting
Bagged Chrome Salt	Bagged Zinc Oxide
Bagged Barytes	Bagged Lamp Black
Bagged Fertilizer	Bagged Gold Concentrates
Bagged Nitrate Sulphur	Green Hides
Bagged Cement	Poison Sprays
Bagged Copper Sulphate	Poison Spray Ingredients

6. *Aeroprills or Nitroprills*—\$0.35 per hour over basic rate, day or night, shall be paid to all men employed on ship handling the following commodity:

Chemical Fertilizer viz. (Aeroprills or Nitroprills).

7. *Refrigerated Cargo*—\$0.18 per hour over the basic rate, day or night, to all men handling cargo where the temperature in the chambers is 30° F or less.

8. The foregoing rates specified in Clauses 4 to 7 inclusive shall apply only if there is work in excess of one gang hour on any of the above specified commodities.

9. *Cleaning and Sweeping Holds*—The hourly rate of pay for men employed cleaning and sweeping the holds of ships is as follows:

	Jan. 1, , 1964	Jan. 1, Dec. 31, 1965	Jan. 1, Dec. 31, 1966
Between the hours of 0800 and 1700	\$2.04	\$2.08	\$2.12
Between the hours of 1700 and 0800	\$3.01	\$3.07	\$3.13
On Saturdays—May 1 to Sept. 30			
Between the hours of 1300 and 1700	\$3.01	\$3.07	\$3.13

10. *Ships with Cargo on Fire*—For work on ships with cargo on fire, on cargo which has been on fire, the rate of pay shall be twice the basic day or night rate. This rate to apply to all hatches affected by fire, gas, steam, smoke, water, or oil.

#### 11. Union Holidays

a. Sunday work—the rate of pay for Sunday work, that is midnight Saturday to midnight Sunday, shall be double the basic day rate (meal hours excepted).

b. Christmas Day, New Year's Day, Regatta Day and Labour Day shall be union holidays, on which no work shall be performed except the handling of mail and luggage, and in cases of emergency, such as fire threat; however, if work is undertaken on the aforementioned days, Sunday rates shall apply in the case of loading or discharging cargo.

c. St. Patrick's Day, Good Friday, St. George's Day, July 1st, Armistice Day and Boxing Day shall also be Union holidays, but work may be undertaken at the employer's request at time and one half the ordinary basic day rate, midnight to midnight, except double day rates for meal hours.

d. No work shall be performed after 1800 hours on Christmas Eve and New Year's Eve.

(N.B. Midnight to midnight shall constitute the holiday except in the case of Regatta Day, when the ruling of the Regatta Committee shall apply).

e. If St. Patrick's Day, St. George's Day, July 1st, Armistice Day or Boxing Day falls on a Sunday, and a holiday is proclaimed for the following Monday, the rate of pay on the date proclaimed shall be time and one half the ordinary basic rate, midnight to midnight, except that double the ordinary day rate shall apply to meal hours.

f. From May 1 to September 30, Saturday afternoon, 1300 hours to 1700 hours, shall be union half-holidays. Work may be undertaken at the employer's request, at one and one-half times the day rate, unless otherwise provided.

g. In no circumstances, shall men be paid less than two (2) hours for any work performed on a Sunday, union holiday or Saturday half-holiday.

h. The above holidays shall be observed on the actual day, except when observance has been changed by Government action.

#### 12. Hours of Work

a. From 0800 hours to 1700 hours shall be considered day hours; from 1700 hours to 0800 hours shall be considered night hours.

b. No man shall work longer than twenty (20) successive working hours unless no other men are available or in case of necessity.

#### 13. Meal Hours

a. Meal hours shall be from 0700 hours to 0800 hours, noon to 1300 hours, 1800 hours to 1900 hours and 2300 hours to 2400 hours.

b. All work performed during meal hours shall be paid for at double the ordinary day rate, except on Sunday, when the meal hour



shall be three (3) times the ordinary day rate. Men who have worked through the meal hour may be recalled for work one (1) hour after being relieved for the meal. All men not required after meal hour will be notified when checking out.

#### 14. Pay on Broken Hour

a. During normal daytime hours when men or gangs have worked past the hour, they shall be paid one half hour; if past the half hour, they shall be paid one (1) hour, (except as described in Clause 14b). The first hour of any working period shall be paid one (1) hour if any work is performed during that hour.

b. If the ship's officers or employer's representatives consider weather conditions during the working period do not warrant work being carried on, the men employed past the hour shall be paid one quarter hour; past the quarter hour, one half hour, past the half hour, three-quarters of an hour; past the three-quarter hour, one full hour's pay, but in overtime periods shall be paid the full hour. This is not to apply when men refuse to work.

15. *Rates on Wrecked or Stranded Vessels*—For work on wrecked or stranded vessels, the wages of the port shall be paid from the time the men leave the pier until they return thereto. This is not to apply to vessels wrecked or stranded outside the harbour—when special arrangements will be made.

#### 16. Commencement or Resumption of Work

a. At 0800 hours.

When men report for work at 0800 hours and are not put to work, they shall receive one (1) hour's pay. They shall remain available for the time for which they are receiving pay.

b. At 1300 hours.

When men are ordered for work at 1300 hours and report in sufficient numbers to work, and the ship's officers or employer's representatives consider weather conditions do not warrant work being carried on, the men shall receive one hour's pay. They shall remain available for the time for which they are receiving pay.

c. At 1900 hours or 2400 hours.

Men ordered for work, or back to work at night shall be paid at the prevailing rate for the full period—except where weather or mechanical breakdown on shipboard or employers' premises, excluding fork lift trucks, does not permit work to be carried on, or in the event of a ship finishing up, in which case each gang will be paid until their hatch is finished but in no event shall they receive less than two (2) hours pay at the prevailing rate.

d. If the gang is not complete when reporting to work, then pay will start only when such gang has been brought to complement or proceeds to work.

e. When men refuse to work because of weather conditions, the above minimums will not apply.

f. When men are standing by under pay they shall remain available and may be employed at the discretion of the Stevedore Superintendent.

17. *Pay During Job Transfer*—When a gang has to go from one place to another to work, they shall be paid for the time occupied during a regular working period.

18. *Rates for General Work About Premises*—General work about premises will be paid for at the hourly rate of:

	May , 1964	Jan. 1, 1965	
	Dec. 31, 1964	Dec. 31, 1965	Jan. 1, 1966
Between hours of 0800 and 1700	\$1.65	\$1.69	\$1.74
Between the hours of 1700 and 0800	\$2.48	\$2.54	\$2.61

### ARTICLE IV—CONDITIONS OF EMPLOYMENT

19. Men may be ordered to work for 0800 hours, 1300 hours, 1900 hours and 2400 hours.

20. When men are required for 1900 hours or 2400 hours, they will be hired by 1730 hours. Men at work and required after the meal hour will be notified when checking out. Pay will commence with the start of the working period.

21. *Completion of Work on Ship*—If it is necessary to finish the loading or discharging of a ship, the same gang or gangs which worked by day to 2300 hours may continue and finish the work, provided the maximum hours stipulated under "Hours of Work" Article III—12b is not exceeded.

22. *Extra Men*—When extra men are hired at the request of the Stevedore Superintendent, they may be dispensed with at the end of any working period.

#### 23. Composition of Gang, Weight of Sling Load

a. The basic gang to be employed when loading and unloading conventional vessels shall consist of twenty-one (21) men, excluding a foreman.

b. When employing such a gang for the handling of cargo from the hold of a vessel to the place of rest in the shed and/or from the shed to the place of rest in the vessel,

the sling load will be 2,000 pounds, 5% more or less, except in the case of a single piece or package. However, in the case of palletized cargo, strapped or unstrapped and carried as a unit load, there shall be no lift restrictions, except that imposed by the capacity of ships' gear, lift-trucks or other mechanical equipment.

c. When employing men for the handling of cargo carried in a sideload vessel, it is understood that the employer will hire the equivalent of two 21-man gangs. The deployment of these men will be at the discretion of the employer.

#### 24. *Mechanical Equipment*

a. Free and unrestricted use of mechanical equipment of all types and pallets shall be permitted ashore and on board vessels for the loading and unloading of cargo.

b. When motorized lift-trucks with pallets are utilized in loading or discharging cargo, the weight of the sling load and size of the gang shall be as stipulated in Clause 23.

#### 25. *Manual Equipment*

##### 1. *Dollies and Trailers*

a. When wheeling over 750 pounds, not less than two (2) men shall be employed on a dolly or trailer. (This restriction does not apply when tractors and forklifts are used).

b. When taking full loads to and from fall, not less than two (2) men shall be employed on dollies and trailers when worked by hand.

2. *Hand Trucks*—A man wheeling a hand truck shall not be required to load or unload the truck, and the load shall not exceed 500 pounds.

##### 26. *Hatches*

a. *Minimum requirements for start of hatch*—A hatch may be started with a minimum of eighteen (18) men provided that the Union despatch office is immediately requested to send fill-ins. When men present themselves to complete the gang, they shall be paid from the time they are actually put to work.

b. *Covering of hatches*—Gangs shall be given fifteen (15) minutes to cover the hatch being worked at meal hours. On completion of the hatch, the gang will close the hatch, if requested. The men employed past the hour shall be paid one quarter hour; past the quarter hour, one half hour; past the half hour, three-quarters of an hour; past three-quarters of an hour, one full hour's pay.

c. *Protection of men in hatch*—Hatch beams must be taken off, bolted, or properly secured, when men are working in the hatch.

#### 27. *Rules Governing Commencement and Continuity of Work*

a. Work can commence on any vessel on arrival on the hour.

b. If due to bad weather work cannot commence before 0900 hours, the starting period shall be 1300 hours; and if work cannot commence before 1400 hours, the next starting period shall be 0800 hours the following morning, unless men are ordered for a later specific time or when requested to stand-by and except in cases where men are ordered out for work commencing at 1900 hours.

c. Where men are required to start after 1800 hours, the Union must be notified by 1700 hours and informed of the time it is proposed to start work. The men shall be hired not later than 1700 hours.

d. If men are required to work on Sunday, the Union must be notified by 1700 hours Saturday and the men must be hired not later than 1730 hours, except between May 1st and September 30th (both dates inclusive), when the Union must be notified by noon Saturday and the men hired not later than 1230 hours.

e. If men are required to work on a Union holiday, the Union must be notified by 1700 hours, the previous day, and the men must be hired not later than 1730 hours.

f. Should a Union holiday fall on Monday, the Union must be notified by 1700 hours the previous Saturday, and the men hired not later than 1730 hours, except between May 1st and September 30th (both dates inclusive), when the Union must be notified by noon the previous Saturday and the men hired not later than 1230 hours.

g. When men are required to work on Boxing Day, the Union must be notified by 1700 hours Christmas Eve, and the men hired not later than 1730 hours.

h. From May 1st to September 30th (both dates inclusive), if men are required to work after 1300 hours on Saturday, the Union must be notified by noon and the men must be hired not later than 1230 hours.

i. If work does not start at the specified hour, the men shall, unless the work is cancelled, or they are required to standby, be advised of the hour when it is proposed to start work. The starting hour must be at the beginning of a working period, otherwise pay to revert to beginning of working period.

j. All gangs ordered shall be on the job at the start of each working period.

k. When men are ordered for work at 1900 hours on a ship finishing up, and weather or mechanical breakdown on ship-



board or employers' premises, excluding fork lift trucks, does not permit work to be carried on, same gang may be ordered back for the following morning at 0800 hours.

1. When so required, men shall agree to work under standard tents that provide protection.

m. Companies shall have the right to work the same gang until 2300 hours if they so desire.

n. When men refuse to work because of weather conditions, the minimums will not apply.

## 28. Rules Governing Hiring, Replacement and Dismissal

### 1. Levels of Supervisory Authority—

a. All orders to the men must be issued through their gang foreman, who in turn will be subject to orders from the Company Superintendent, or his representative, except in the case of special work, when Superintendent may give orders.

b. The Company shall hire the gang foreman and the men working in his gang.

c. All men will be employed on the parent gang system and rotation of gangs will take place within each employer's group.

d. The Union Delegate shall have the right of access to all premises. But he shall not give any direct orders to the men in connection with their work. Any grievance must be taken up with the Employers' Stevedore Superintendent and, if no settlement can be reached at this level, the grievance shall be handled under the grievance procedure as outlined in the agreement. Disregard of this rule by the Union Delegate shall constitute a grievance and shall be dealt with in accordance with Article VI of this proposed agreement.

2. *Replacement of Men Leaving Work or Dismissal.* If any man leaves his work, or is dismissed before the gang to which he is attached has completed its job, the stevedore shall, except between the hours of 2400 hours and 0800 hours, immediately notify the Union so that through the authorized representative of the Union, another man may be employed in his place.

The pay of a man replacing another so dismissed shall, provided a substitute is available, begin not later than one hour after the first man is dismissed. If a man is not immediately available, his pay shall not commence until he begins work. The stevedore, between the hours of 2400 hours and 0800 hours may obtain replacements by telephoning or sending for the man or men required. On the forenoon immediately following, the stevedore shall advise the Delegate of the name or names of those not reporting.

3. *Employment of Non-union Men—*When non-Union men are employed—on account of shortage of Union labour—they shall not be replaced by Union men until the end of a period.

4. The employer shall have the right to discharge any workman for pilferage, insubordination, insobriety or failure to perform the work as required in conformance with the provisions of the Agreement.

5. Any employee found smoking in the hold of a vessel, or in the sheds may be suspended from further work on that vessel and after the third offence may be discharged.

### 29. Rules Governing Signalling

a. When a hatch tender cannot be seen by the winchman, a man shall be employed to give the signal.

b. Winchmen shall take the signal from the hatch tender only.

30. *Rules Governing Stowage in Sheds—*Stowage in the shed shall be used on the height of eleven 100-pound bags and similar height on other type cargo when manpower used, and on the capacity of the equipment when mechanical equipment is used.

## ARTICLE V—WORK COMING WITHIN RECOGNIZED JURISDICTION OF UNION

31. All men required for discharging or loading of ballast, other than water ballast, cleaning the holds of ships, loading or discharging of dunnage, shifting cargo whether on deck or in the hold, mail, baggage and express goods, all rigging for cargo lifts, topping of derricks, etc. other than that done by ship's personnel, shall be performed by members of the Union. The ship's personnel may handle dunnage and clean holes after a hatch has been completed.

## ARTICLE VI—DISPUTES AND ARBITRATION MACHINERY

32. a. *Permanent Joint Committee—*There shall be a joint committee, consisting of three (3) members appointed by the Newfoundland Employers' Association Limited and three (3) members appointed by the Longshoremen's Protective Union.

b. *Individual or Group Disputes—*If a dispute arises between one or more workmen and one or more employers, which does not involve or affect the majority of the employers engaged in the particular business in relation to which the dispute arises, the delegate or other duly authorized representative of the union shall immediately discuss the matter with the stevedore superintendent of each employer and, if no settlement can be reached, then the delegate or

other representative of the union shall discuss the matter with the employers concerned. If no settlement is reached between the union and the employers either side shall in writing, report the dispute to the joint committee within 48 hours. Upon receipt of such report, it shall be the duty of the joint committee to sit within seven (7) days to effect a settlement, and if no settlement is reached, the matter shall be referred to arbitration.

c. *General Disputes*—Should a dispute arise between the union and a majority of the employers in any business, the matter shall be discussed between the association and the union with a view to settlement.

d. *Automatic Referral to Arbitration*—Should there be any dispute which cannot be adjusted between the parties hereto as to the interpretation of any clause of this agreement, the men shall continue to work without change in the conditions governing the work and such dispute shall be referred to a committee composed of three (3) members; one selected by the steamship committee, one by the longshoremen; and a chairman selected jointly by the other two. If within five (5) days from the date of an official written request to do so either party fails to name its representative, the Minister of Labour for Canada will be requested to name such representative. If within an additional seven (7) days the representatives named by the parties fail to agree on a person to be named as Chairman, the Minister of Labour for Canada will be requested to name the Chairman. Such Committee shall sit without unnecessary delay and the majority decision shall be final and binding on both parties.

e. The Permanent Joint Committee and/or the members of the committee appointed under Article VI-d., shall not alter, modify or amend any part of this agreement.

### 33. *Strike and Lock-out*

a. There shall be no strike, stoppage of work or lock-out during the currency of this agreement.

b. In the event of a strike, stoppage of work or lock-out contrary to the terms of this agreement, either party will be liable to a penalty of one thousand dollars per day on a *pro rata* basis for the duration of such strike, work stoppage or lock-out.

### 34. *Working Arrangements*

1. Work on any vessel may commence, stop or resume at the discretion of the employer but within the terms of this agreement.

2. The employer shall decide the number of hatches he wishes to work on any vessel

at any time and the number of gangs he wishes to employ to perform the loading and discharge of his vessels.

3. The employer may shift gangs from one ship to another or from one hatch to another, without penalty, at any time while ship is working. (Where travelling time is involved this will be paid.)

4. The employer shall decide how the men in the gang will be deployed on the ship and ashore, including the allocation of the men to handle and sort cargo, irrespective of their gang attachment or hold from which cargo is discharged, also to work vessels in any manner deemed necessary, providing it conforms to safety regulations, and provided there is no reduction in the basic minimum gang of 21 men.

5. The employer shall choose his shedmen, that is, "checkers-sorters, lift-truck operators", from amongst union members, subject to their meeting the required qualifications.

6. The employer retains the right to be the judge of the competency of his employees.

7. The employer shall decide how all work will be performed in connection with the loading and unloading of vessels, railway cars and trucks; the receiving and delivery of cargo and the handling of all freight on the terminal, always subject to the terms of this agreement.

35. *Vessels*—This agreement will be applicable to all types of general cargo vessels employed in the respective trades, including side-port vessels.

## ARTICLE VII—*Welfare Fund*

36. a. A Welfare Fund is hereby established, the assets of which shall be held, invested and contributed in accordance with the provisions hereinafter set forth.

The Welfare Fund and its assets shall be administered jointly by two (2) representatives appointed from time to time by the Union and two (2) representatives appointed from time to time by the employers. The funds of the Welfare Fund shall be invested in marketable securities or kept in a current account with a branch of a chartered bank in St. John's, Newfoundland. All income from the assets of the Welfare Fund shall be deposited in its bank account. All purchases and sales of investments by the Welfare Fund and all payments from the Welfare Fund shall be approved and all cheques on its bank account shall be signed by one (1) representative of the employers and one (1) representative of the Union. The investments of the Welfare Fund, other than cash on deposit in its bank account, shall be kept in custodian



account in the branch of a chartered bank where its bank account is located. The employers and the Union, respectively, shall have the right to appoint or remove its or their representatives or representative by notice to such effect to the other and to the branch of the bank where the depositary and custodian account of the Welfare Fund is located.

b. Each employer agrees to contribute to the Welfare Fund the following amounts by cheque payable to the Welfare Fund on or before the twentieth (20th) of each month in respect of the previous month, namely: forty cents (\$0.40) per ton for each ton of general cargo loaded or discharged, and eight cents (\$0.08) per man hour for each hour worked.

The Welfare Fund will be administered jointly by representatives of the employers and the union and will be used to provide for the following:

c. *Vacation Pay*

Vacation pay shall be payable as follows:

- (i) employees who have worked less than 350 hours in any year will not receive vacation pay;
- (ii) each employee who has worked 350 hours or more in a year will receive vacation pay of (\$0.08) for each hour worked during the year;
- (iii) any surplus funds contributed towards vacation pay and not used for this purpose shall be retained in the Welfare Fund.

d. *Severance Pay*

In order to take care of surplus workers, all employees who are not eligible for retirement pensions and who were designated as Union members in the list submitted to the Conciliation Officer in June 1964, or whom the employer states worked for him as longshoremen in a previous year, shall be entitled to receive as additional remuneration over and above their regular rates of pay, an amount equal to 33½% of the amount of the deficiency, if any, between their regular pay in any calendar year during the next five (5) years, (namely, 1964 to 1968 inclusive) and their average annual pay for the previous two (2) years (the

calendar years 1962 to 1963 inclusive). An employee shall cease to be eligible for severance pay if he is called for work on five (5) separate occasions in any calendar year and does not show up for work, unless excused by reason of health.

e. *Pensions*

The balance of the funds in the Welfare fund will be used to provide pensions for employees and former employees. Employees who are now 65 years of age or who reach 65 years of age during the next five (5) years, shall be entitled and shall be eligible for pension, immediately in the case of those who are now 65 years or more, and upon reaching the age of 65 in the case of employees who are not yet 65.

In the above cases, the pension will be based on average earnings over the last five years. Since welfare contributions have been made only for a period of five (5) years and since forty (40) represents a normal working life, the annual pensions of each former employee shall be 25% of 5/40th of his average pay for the last five (5) years, that is the years 1959 to 1963 inclusive.

It would be desirable that the above pensions should be brought up to the level of \$40 per month as prescribed under previous pension arrangements and as presently paid to union pensioners.

However, as there is not sufficient money to provide for this, it is recommended that an actuarial study be undertaken to determine what is required in addition to money presently available in the Fund, and that this deficiency should be made up from some other source.

A new pension plan for employees other than those provided for above, should be discussed immediately after the signing of the agreement, between the Union and the employers, and should be made part of the agreement to be entered into upon expiry of the proposed three-year contract.

In the event of a reduction in tonnage through the Port of St. John's, which would affect the ability of the Welfare Fund to provide for the above benefits, employers and the Union will negotiate any changes which may be required so as to bring benefit payments in line with the funds available for this purpose.

## Legal Decisions Affecting Labour

*Ontario High Court finds Labour Relations Act applicable to motor mechanics employed by police commission; P.E.I. Supreme Court rules local not qualified, quashes certification order*

In Ontario, the High Court, in *certiorari* proceedings to quash an order of the Labour Relations Board, ruled that motor mechanics and helpers employed by the Board of Commissioners of Police are not members of the police force within the meaning of the Police Act and, consequently, are covered by the provisions of the Labour Relations Act regarding collective bargaining.

In Prince Edward Island, the Supreme Court, on statutory appeal from a certification order issued by the Labour Relations Board, ruled that the Charlottetown Typographical Union Local 963 did not qualify as a "trade union" under the P.E.I. Industrial Relations Act merely by adopting and filing with its application to the Board the constitution and by-laws of the International Typographical Union, which do not set out the objects and purposes of the union as required under the P.E.I. Act.

### Ontario High Court . . .

#### **... rules police commission's mechanics and helpers covered by Labour Relations Act**

On June 11, 1964, Mr. Justice Grant of the Ontario High Court, in *certiorari* proceedings, ruled that motor mechanics and helpers employed to repair and maintain police cruisers and motor vehicles are not members of a police force within the meaning of Section 13 of the Police Act, and therefore are not excluded from the benefits of the Labour Relations Act. By Section 2(d), the Act does not apply to a member of a police force within the meaning of the Police Act.

The Board of Commissioners of Police for the City of Windsor employs a group of motor mechanics and helpers to repair and maintain its police cruisers and motor vehicles. In 1957, the Ontario Labour Relations Board had certified a union as the bargaining agent for all such groups of employees so engaged by the Commission.

The union and the Police Commission then entered into collective agreements pursuant to the provisions of the Labour Relations Act. The Commission recognized Local

Union 543 of the Canadian Union of Public Employees as the bargaining agent for such employees.

As provided in the collective agreement, the union gave the Commission notice of desire to bargain for amendments and some negotiations followed, but the Police Commission eventually took the position that the employees in question were members of a police force within the meaning of the Police Act and that consequently the Labour Relations Act did not apply to them.

The union applied to the Labour Relations Board for conciliation services; after hearing evidence and submissions from the Commission and the union, the Board delivered its decision on February 19, 1964, declaring that the Labour Relations Act did not apply to such employees, that accordingly the Board had no jurisdiction to process the application further.

The union applied for *certiorari* to quash the decision of the Board denying the benefits of the Labour Relations Act to motor mechanics and helpers employed by the municipal police commission.

Considering the application, Mr. Justice Grant noted that the Labour Relations Act provides in Section 2 that "This Act does not apply, (d) to a member of a police force within the meaning of the Police Act."

And in Section 80 that:

No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court, and no order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, *certiorari*, *mandamus*, prohibition, *quo warranto*, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

The relevant part of the Police Act (Section 13) reads: "The police force in a municipality having a board shall consist of a chief constable and as many constables and other police officers and such assistants as the council dees necessary, but not fewer than the board reports to be required."

Regarding the issue whether Section 80 of the Labour Relations Act gives the Board the exclusive right to decide the question as

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



to whether or not the employees are excluded from the benefit of such Act, Mr. Justice Grant held that the application of the Labour Relations Act to the employees in question was a collateral matter on which the Labour Relations Board's jurisdiction depended. Consequently, the decision of the Board that motor mechanics and helpers were excluded from the Act was subject to review by the court by *certiorari* despite the privative terms of Section 80.

The other issue before the Court was whether the employees in question were covered by Section 13 of the Police Act. This section sets forth the personnel of a police force, using the terms "constable, police officers and such assistants as the council deems necessary," and such personnel consequently were excluded from the application of the Labour Relations Act. If the employees in question were to be regarded as members of a police force, it would be by virtue of the words "such assistants."

In the opinion of Mr. Justice Grant, the words "such assistants" should be interpreted *ejusdem generis* (as being of the same class as) with the words "constables and other police officers." Motor mechanics and helpers employed to repair and maintain police cruisers and motor vehicles are not "assistants" within the meaning of Section 13 of the Police Act; consequently they are not members of the police force, and it follows that they are not excluded from the provisions of the Labour Relations Act.

The Court quashed the order of the Ontario Labour Relations Board terminating the application for conciliation services made by Local 543 of the Canadian Union of Public Employees. *Regina v. Ontario Labour Relations Board, Ex parte Canadian Union of Public Employees, Local 543*, (1964), 45 D.L.R. (2d), Parts 3 and 4, p. 202.

### **Prince Edward Island Supreme Court . . . quashes certification order on ground that local did not qualify as trade union**

On March 24, 1964, on statutory appeal to the Supreme Court *en banc* from a certification decision of the Labour Relations Board, the Court quashed the certification order on the ground that the union did not qualify as a trade union under the P.E.I. Industrial Relations Act merely by adopting the constitution and by-laws of the parent organization, especially when that document nowhere specifically set out the objects and purposes for which the union was organized.

On December 16, 1963, the P.E.I. Labour Relations Board certified the Charlottetown

Typographical Union Local 963 as a bargaining agent of certain employees of the Journal Publishing Company Ltd.

The company appealed the Board's decision to the Supreme Court pursuant to Section 12 of the Industrial Relations Act, which reads:

S. 12(1) If in any proceeding before the Board a question arises under this Act as to whether

- (a) a person is an employer or employee;
- (b) an organization or association is an employers' organization or a trade union;
- (c) in any case a collective agreement has been entered into and the terms thereof and the persons who are parties to or are bound by the collective agreement or on whose behalf the collective agreement was entered into;
- (d) a collective agreement is by its terms in full force and effect;
- (e) any party to collective bargaining has failed to comply with Section 19 or with Section 21;
- (f) a group of employees is a unit appropriate for collective bargaining;
- (g) an employee belongs to a craft or group exercising technical skills, or
- (h) a person is a member in good standing of a trade union

the Board shall decide the question and the decision or order of the Board shall be final and conclusive subject to the right of either party to appeal such decision or order to the Supreme Court, but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under this Act, and may vary or revoke any decision or order made by it under this Act.

The main ground of appeal as set out in the notice of appeal dated December 24, 1963, reads as follows:

3. That the application of the Charlottetown Typographical Union Local 963 should in law have been dismissed by the Labour Relations Board on the ground that the applicant for certification was not a trade union within the meaning of the Industrial Relations Act and that the Board accordingly has no jurisdiction to make the said judgment, order or decision dated the 16th day of December, 1963.

Other grounds for appeal were that the Board did not determine the procedure to be followed at the hearings before the Board and the absolute informality before the Board rendered it impossible for the company to make representations against the application; that in the absence of any regulations prescribing what evidence shall constitute proof that a person is a member in good standing of a trade union, the Board could not determine who was or was not a member in good standing of the applicant union; that there was no evidence before the Board that a majority of employees in the unit were members in good standing of the applicant union; that certain persons mentioned in the application for certification were not

employees of the company at the time of the hearing of certification; that the unit was not appropriate for collective bargaining; and that, at the hearing, the Board refused to hear counsel for the company on matters relating to the administration, management and policy of the International Typographical Union (the parent organization of the union in question) and therefore the Board failed and refused to consider a matter of primary importance to the public interest of the province.

Mr. Justice Tweedy, in his reasons for judgment, expressed the opinion that the inclusion in S. 12 of the Act of the right of appeal to the Supreme Court from the decision of the Labour Relations Board defeats many purposes of the Act. Further, he noted that under the Act the Board determines its own procedure and may receive such evidence as, in its discretion, it may deem fit and proper, whether admissible as evidence in a court of law or not.

The Board, with the approval of the Lieutenant-Governor in Council, may make regulations. Apparently, no regulations have been made by the Board and the opinion of Mr. Justice Tweedy was that, when the evidence is taken in an informal manner and the procedure before the Board is not regulated, it is difficult for the Supreme Court, on appeal, to consider such appeal.

However, once the legislature of a province gives the right of an appeal to the Supreme Court, in the absence of further directions, then the rules of the Supreme Court apply as to the conduct of such appeal.

To decide the issue at bar, the Court considered it necessary to decide only one ground of appeal listed as Number 3, in which the company claimed that the application for certification should be dismissed on the ground that the applicant was not a trade union within the meaning of the Industrial Relations Act.

"Trade union" or "union" is defined by the Industrial Relations Act as follows:

1. (q) "Trade union" or "union" means any organization of employees formed for the purpose of regulating relations between employers and employees which has a written constitution, rules or by-laws, setting forth its objects and purposes and defining the conditions under which persons may be admitted as members thereof and continued in such membership.

In the opinion of Mr. Justice Tweedy, the language of the legislature is clear as to the meaning of a "trade union" in Prince Edward Island. It has to have a written constitution, rules or by-laws, its objects and purposes must be set forth and the con-

ditions under which persons may be admitted as members in Prince Edward Island must be defined.

The Board considered this point when counsel for the company took the position that the constitution, rules and by-laws of the International Typographical Union as filed by the Local did not set forth the objects and purposes of the union as required by this definition and that consequently Local 963 was not eligible for certification under the Act.

On this point, the Board held that the document filed nowhere set forth specifically by enumeration or otherwise the objects and purposes for which the local had been organized. On perusal of this document, however, it was evident that woven throughout the context the objects and purposes were clearly set forth in a manner sufficient to meet the requirements of the Act. The conclusion of the Board was that the local was a trade union within the meaning of the Act and eligible to make application for certification.

Mr. Justice Tweedy did not agree with this finding of the Board.

The title of the document referred to by the Labour Relations Board reads as follows:

Book of Laws of the International Typographical Union Effective January First 1963: Constitution, By-laws, General Laws and Convention Laws of the International Typographical Union and the Union Printers Home together with the Joint Agreement with the International Printing Trades Unions Comprising the International Allied Printing Trades Association; Compiled and Published by Elmer Brown, President and William R. Cloud, Secretary-Treasurer of the International Typographical Union, Indianapolis, Indiana, 1963.

On the inside cover, the document bears this insertion: "This is to certify that the attached constitution of the International Typographical Union shall govern the operations of Charlottetown Typographical Union No. 963: (Sgd.) M. Allison Croken, President; J. Merle Longaphie, Secretary: November 9, 1963."

Searching through this Book of Laws, Mr. Justice Tweedy did not find any reference to the Prince Edward Island Industrial Relations Act. He considered this Book of Laws as a prospectus of the International Typographical Union, which could not be taken to be in compliance with the requirements of the P.E.I. Industrial Relations Act. In his view, the constitution, rules or by-laws defining the objects and purposes and the conditions under which persons may be admitted as members and continued in such membership must be made pursuant to



the provisions of the P.E.I. Industrial Relations Act and according to the terms of the Act; the compliance of the union with Section 1(q) of the Prince Edward Island Industrial Relations Act is a condition precedent to its making application requesting certification as sole bargaining agent of certain employees of the Journal Publishing Co. Ltd.

The Court ruled that the Charlottetown Typographical Union Local 963 is not a trade union within the meaning of the P.E.I. Industrial Relations Act and the appeal from the decision of the Board certifying the union was allowed. *Journal Publishing Co. Ltd. v. Charlottetown Typographical Union Local 963*, (1964) 44 D.L.R. (2d), Part 10, p. 711.

## Recent Regulations under Provincial Legislation

*New regulations under the Ontario Minimum Wage Act deal with the taxi business and with ambulance drivers and helpers*

### Ontario Minimum Wage Act

New regulations under the Ontario Minimum Wage Act dealing with the taxi business and with ambulance drivers and helpers were gazetted on October 10.

#### *Taxi Business*

The new order for the taxi business (O. Reg. 254/64), which applies throughout the province, covers all persons who operate one or more vehicles with seating accommodation for not more than nine passengers for the conveyance of the public for hire.

Every employer in the taxi business must pay every employee who is employed as a taxi driver a minimum hourly wage of 75 cents or at least 35 per cent of the proceeds of his work, whichever is greater.

If the taxi driver is paid a percentage of the proceeds, the percentage must be calculated and paid to him at intervals of not more than a week.

All time spent by the taxi driver at the place of employment at the employer's request is to be considered working time. A driver who reports for work in response to a call from the employer is to be paid at least three hours' pay at the prescribed minimum hourly rate. An exception is made, however, in cases where the employer is unable to provide work because of fire, lightning, power failure, storms, or other causes beyond his control.

#### *Ambulance Drivers*

The application of the general order for the Oshawa-Toronto-Hamilton Zone and of the general orders for the Southern Ontario and Northern Ontario Zones to ambulance drivers and ambulance helpers has been suspended by O. Reg. 257/64. As a result, employers are not now obliged to pay ambulance drivers and helpers the minimum hourly rates set for other employees in these zones.

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## Decisions of the Umpire

*(Continued from page 1131)*

In regard to the period of 8 days between December 21 and December 30, 1963, during which a claimant must apply for benefit, failing which you consider him to be unentitled to it, I feel that this matter is of little significance in a case such as mine, after the let-down and the shock I experienced from this affair, especially as it happened during the Christmas holidays and that the offices of the Commission are closed after Christmas and there is a considerable rush for employment during that season. As for the bold remark in your letter about looking for employment and taking the necessary steps in order to find work, I shall tell you frankly that I find this remark quite "insulting," if one considers that I knew and was even assured that my suspension from work was only temporary and that I would soon be reinstated in my functions. Even if I had been

dismissed and informed about it from the start, how could a man of my age find somewhat appropriate employment in P—?

**Considerations and Conclusions:** As clearly shown by the insurance officer in his grounds of appeal, the decision of the board of referees is definitely erroneous and absolutely against the provisions of the Act and of Regulation 150 as well as against the jurisprudence established by the Umpire in a great number of decisions on similar cases.

Consequently, I decide without hesitation to reverse the decision of the board of referees and to allow the insurance officer's appeal.

# Monthly Report on Operation of the Unemployment Insurance Act

*End-of-September total of claimants was smaller than that in August and in September 1963. Total of claims made in the month up slightly from August total, down from year earlier*

Claimants for unemployment insurance benefit totalled 173,600 on September 30, compared with 182,000 on August 31 and 186,300 on September 30, 1963.

The number of female claimants remained constant at approximately 70,000 for each of those dates. The count of male claimants on September 30 was 104,900, a decline of almost 7,000 from August 31 and of 12,000 from September 30, 1963. The proportion of males, at 60 per cent on September 30, was virtually unchanged from August 31 and only slightly lower than the 63 per cent recorded a year ago.

Almost 50 per cent of the 104,900 male claimants at September 30 had come on claim during the month. Less than 40 per cent of the female claimants were in this category.

About one-quarter of the males but one-third of the females had been on continuous claim more than 13 weeks. This is usual at this season of the year, as many of the males who file claims during the summer months do so as the result of temporary displacement and so did not continue on claim. For example, close to 50,000 of the male claimants at August 31 came on claim during August, but by September 30, fewer than 27,000 of them were still claimants. For the female segment, these figures were 23,000 and 19,500, indicating that a higher proportion remained in claimant status.

### Initial and Renewal Claims

A total of 85,800 initial and renewal claims were filed during September, up slightly from 79,000 in August but down from 92,900 one year earlier.

Close to 95 per cent of these claims represented new cases of unemployment; the balance came from persons seeking re-establishment of credits after terminating benefit.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in September was estimated at 128,000, compared with 139,400 in August and 133,000 in September 1963.

Benefit payments totalled \$12,800,000 in September, compared with \$13,200,000 in August and \$12,500,000 in September 1963.

The average weekly payment was \$23.75 for September, \$23.66 for August and \$23.54 for September 1963.

### Insurance Registrations

On September 30, insurance books or contribution cards had been issued to 4,676,356 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 340,514, an increase of 1,166 since August 31.

### Enforcement Statistics

During September, 8,225 investigations were conducted by enforcement officers across Canada. Of these, 5,224 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 444 were miscellaneous investigations. The remaining 2,557 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 133 cases,\* 62 against employers and 71 against claimants. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 780.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled \$31,798,891.53, compared with \$31,466,408.64 in August and \$29,718,170.57 in September 1963.

Benefits paid in September totalled \$12,791,963.89, compared with \$13,198,560.14 in August and \$12,527,626.72 in September 1963.

The balance of the Fund on September 30 was \$37,833,285.54. On August 31 there was a balance of \$18,826,357.90; on September 30, 1963, a balance of \$24,291,408.68.

\*These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."



# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2398, August 24, 1964

The claimant, a union member, filed a renewal application for benefit on February 6, 1964. He stated he had been last employed by a shipyard as a pipefitter from September 23, 1963 to February 2, 1964.

His reason for separation, he said, was: "I left voluntarily because I got fed up with it and expect to go to Alberta on a job whenever they call me. I don't know the name or address of the company. Mr. X—is to give me the call. I don't know his address . . . . I left [the shipyard] so I would not be involved in the Labour dispute. There was no picket line on the job. I shall not be picketing. I am capable and available for full-time work."

On February 6, 1964, his union local, along with nine other union locals representing various shipyard trades, went on strike, and this created a complete stoppage of work at the premises. The bargaining agreement that was in effect between the employer and the unions concerned expired October 1, 1963. Negotiations between the employer and the unions failed to produce an agreement and a conciliation board was formed.

On December 10, 1963, this board brought down a unanimous award, which was acceptable to the employer but was not acceptable to the unions. The recommendation involved wages and an improved holiday and welfare plan. On January 21, 1964, a government-supervised strike vote was taken, with the majority voting in favour of strike action. The employer was notified on January 28 of the union's intention to take strike action after expiry of 48 hours notice. At 7 a.m. on February 6 the union formed a picket line and work came to a halt.

On this evidence the insurance officer found that the claimant had lost his employment by reason of a stoppage of work attributable to a labour dispute at the place where he was employed, as he had left his employment in anticipation of such stoppage of work. Furthermore, as the claimant had not proved entitlement to the relief provisions of section 63(2), he was disqualified under section 63, effective February 6, 1964.

The claimant appealed to the board of referees on the basis that he left his employment because he expected to obtain another job. The claimant was requested to furnish proof of the prospective employment, but he failed to provide substantiation.

The claimant was represented at the hearing by the president of his local, who alleged that the claimant had completely severed his connection with the employer three days prior to the stoppage of work and had later obtained employment in his usual occupation with another employer in British Columbia on February 21.

By unanimous decision, the board of referees decided that the claimant did not lose his employment because of a stoppage of work due to a labour dispute and allowed the appeal.

In submission dated April 8, the insurance officer appealed to the Umpire and said "that the board of referees erred in allowing the claimant's appeal from the decision of the insurance officer disqualifying him under section 63 of the Act."

The insurance officer's grounds for appeal in a later submission dated May 27 read:

The claimant is a member of a grade or class who are participating in and directly interested in the outcome of the labour dispute. He is therefore not relieved of disqualification under section 63(2).

The claimant clearly stated on his renewal claim that he left his employment on 2 February 1964, some three days prior to the commencement of the stoppage of work, so that he would not be involved in the labour dispute. His loss of employment is therefore by reason of the impending stoppage of work attributable to the labour dispute at the place where he was employed and he is subject to disqualification under section 63 of the Act (CUBs, 157, 244, 1131).

The fact that he might have desired to obtain work elsewhere in his usual occupation because of the labour dispute situation existing in the shipyard is not a ground for relief from disqualification (CUB 1131), until the date on which he in fact becomes employed elsewhere, in accordance with section 63(1)(b) of the Act.

The board erred in rescinding the disqualification. If the board was satisfied that the claimant became *bona fide* employed elsewhere in his usual occupation on 21 February 1964, the disqualification could have been terminated on 20 February 1964, in accordance with section 63(1)(b) of the Act, but could not have been rescinded as from 6 February 1964.

In a letter dated June 1, the business manager of the claimant's local submitted, for consideration by the Umpire, a request for a hearing in Vancouver, B.C. "We understand as a general rule appeals are decided in Ottawa and we would appreciate an exception being made to this practice as we are unable to travel to Ottawa. Should our request for a hearing in Vancouver not be

granted, we wish to submit the following observations and comments:

[The claimant's] statement, "I left voluntarily because I got fed up with it and expect to go to Alberta on a job whenever they call me," is a simple and clear statement. [The claimant] was fed up with the shipyards and wanted to work elsewhere whether or not a labour dispute should occur. No better reason should be expected from [him]. [He] is upholding his democratic right to move to another job if he is dissatisfied with shipyard work.

[He] left the job on February 2, 1964, and immediately registered on our unemployed files, which is required by our union working rules before he can accept another job. A legal strike occurred on February 6, 1964, four days after [he] severed his employment with his employer.

You are aware that each province in Canada has its own separate Labour Relations Act which governs the actions of labour unions and their members. In British Columbia a union has three months from the date the strike vote is taken to implement a strike. [The claimant] had no knowledge of the actual date, after the forty-eight hours notice was served, the strike would take effect, if at all. Generally, labour and management make every effort to avert a strike, and on February 2, 1964, the date [the claimant] terminated, [he] did not know whether the strike would take effect or a settlement would be reached during the three-month period. Negotiations could have carried on through interventions by third parties or otherwise. Many labour contracts are consummated after all the legal requirements under the Labour Relations Act have been followed and notice has been served that strike action will be taken after forty-eight hours have elapsed. This does not mean immediately after forty-eight hours has elapsed but any time within three months from the date the strike vote was taken. [The claimant] had no way of determining when the ten unions participating jointly in the negotiations would actually take strike action, if at all. Further, there is no evidence that the company laid off pipefitters after the strike notice was served; therefore, this cannot be used as a reason for [claimant's] terminating.

Even if it were true [that the claimant] did not wish to be involved in a labour dispute, there is nothing wrong with his quitting his job for this reason. This does not guarantee there will be a work stoppage. In fact, there was no strike until February 6, 1964. Section 63(1) of the Unemployment Insurance Act is clearly worded and [claimant] did not lose his employment by reason of a stoppage of work attributable to a labour dispute, but rather was fed up and quit work prior to the work stoppage. [He] was, in the original instance, disqualified under section 63(1) of the Unemployment Insurance Act and, rightfully so, the board of referees ruled that the claimant's appeal be allowed.

As an officer of the local union to which [the claimant] belongs, I can verify or swear under oath that he expected other employment and I believe he quit his job for this reason although neither [he] nor the writer have written evidence to support this statement. However, we fail to see why [he] has to produce such proof, as he has a right to quit his job and seek work elsewhere . . . .

The case was heard by the Umpire in Vancouver, B.C., on August 6. The union was represented by a solicitor, and the Unemployment Insurance Commission by one of its solicitors.

**Considerations and Conclusions:** The insurance officer's grounds of appeal are entirely in accordance with the jurisprudence established by the Umpire in several decisions dealing with similar cases, and the arguments made on behalf of the claimant have not convinced me that such jurisprudence ought to be changed.

In view of the foregoing, I decided to reverse the decision of the board of referees and to allow the insurance officer's appeal.

The question whether the claimant became *bona fide* employed elsewhere in his usual occupation on February 21, 1964 is one which is not properly before me and which the insurance officer should either decide himself or refer to the board of referees.

### Decision CUB 2399, August 24, 1964

On December 30, 1963, the claimant filed an application for benefit in which he stated he had worked last as the branch manager of a bank from March 1941 to September 16, 1963.

On March 17, 1964, the claimant filed a request for the antedating of his claim to September 29, 1963. The reasons for his delay in applying for benefit read:

An employee of the — Bank since March 26, 1941, I was appointed manager of their Branch in P— on December 9, 1947. During my annual leave, i.e., from September 2 to September 16, 1963, the Branch was victim of a fraud; this occurred on September 11, 1963. This misdeed by a bad customer was organized with the help of an accountant too shy and too timid and that is why it succeeded so well. For that reason, the bank management felt I should be suspended pending the inquiry.

On the day I was relieved of my duties, namely, September 16, 1963, I requested my unemployment insurance book from the investigator for the bank, who refused to give it to me on the ground that I was merely suspended and not dismissed, that my case was being studied pending my reinstatement, thus implying my salary would be paid up later on.

Some time afterwards, I made the same request, this time to the acting branch manager, and was again turned down under the pretext that the findings of the preliminary inquest—which had yet to be heard—had to be known before further action could be taken. I was kept in the dark about this affair until December 21, 1963, when the General Manager informed me of the decision of the management to retire me in advance and told me that the Bank would not reimburse my salary for the period between September 16, 1963, and December 21, 1963, but pay me a pension which was quite reduced, since I am not yet 65.



The insurance officer refused to allow the antedating of the claim as, in his opinion, the claimant had failed to prove that, throughout the whole period at issue, he was fulfilling in all respects the conditions of entitlement to benefit and that he had good cause for delay in applying for benefit. The insurance officer mentioned, *inter alia*, that the claimant could have applied to the local office of the Commission for information on the procedure to follow in such a case, even if his unemployment insurance book was not available.

The claimant appealed to a board of referees from the insurance officer's decision, on the ground that he had not applied for benefit earlier owing to circumstances beyond his control. He stated that the Bank officials had turned down twice his request for the said book, that he had been led to believe he would be reinstated in his position with retroactive pay and that he had been informed of his dismissal without retroactive pay only on December 21, 1963.

The claimant was present at the hearing of his case by the board of referees on April 21, 1964. In his oral testimony, he insisted mainly on the fact that it would not be logical for him to apply for benefit in such circumstances. The board of referees decided unanimously to allow the antedated claim.

The insurance officer appealed to the Umpire; the grounds of appeal are:

The claimant has failed to prove that he had, throughout the whole period in dispute, good cause for delay in making his claim for benefit (Regulation 150(1)(b)). In several previous decisions, the Umpire has established that a claimant had failed to show he had a good cause when he delayed in filing a claim for benefit, either because he thought he needed his unemployment insurance book to do so (CUB 283) or because he was awaiting the final decision of an inquest on his dismissal or his suspension, as the case may be, before doing so (CUBs 138, 480 and 553), or because he had been disinformated, either by his employer (CUB 392) or by his foreman (CUB 1299), or because he was under the impression that benefits from the Workmen's Compensation Board were coming to him (CUB 1570).

It must be pointed out also that the claimant has not given any cause for delay, whether good or not, regarding the week between December 21 and December 28, 1963, because the motives he has submitted only concern this period immediately preceding his employer's decision to retire him, which was made known to him on December 21, 1963. Regulation 150(1)(b) requires that the claimant have a good cause throughout the whole period at issue and up to the date he actually makes his claim (CUBs 1139 and 1160). For that reason the Umpire has recognized that antedating could be granted to a claimant only for part of the period in question, i.e., only for that period

immediately preceding the date such claim was made and for which good cause had been shown (CUB 1134).

On the other hand, even if good cause exists for an earlier period before the date of the claim, but does not exist for the period immediately preceding the date of the claim, the antedating cannot be granted for any part of the period at issue (CUB 370).

Furthermore, the claimant has failed to prove that he fulfilled in all respects the conditions of entitlement to benefit, within the meaning of Regulation 150(1)(a), particularly in regard to the availability for employment. The board of referees recognized that the claimant had reasons to believe he would be reinstated in his duties and would receive retroactive pay and, consequently, that it would not have been logical for him to file a claim for benefit. It seems obvious that the claimant, pursuing this same line of thought, still considered himself as an employee of the Bank and, therefore, did not seek employment elsewhere. In fact, during the period at issue, i.e., from September 29, 1963, to December 28, 1963, the claimant did not register to the local office of the Commission in order to find employment; furthermore, there is no indication that he did apply for employment elsewhere.

In several previous decisions, the Umpire has decided that a claimant had failed to prove he was available for work, and his antedated claim could not be granted, on the ground that he had not reported to his local office for employment and that he had not taken any definite steps in order to find employment during the period in question (CUBs 392, 711, 1754, 1909, 1920 and 1921).

On July 15, 1964, the claimant commented as follows:

... In your last letter, you mentioned that any person having an immediate interest was allowed to file for submission to the Umpire a statement of observations and representations, etc., which I am quite willing to do, although I feel that I could be dispensed from it, seeing that the three members of the board of referees, who heard my case on April 27, 1964, considered my appeal to be just, clear-cut and valid. What more can one say, when one's case has received the approval of three impartial judges appointed by the Commission to settle cases of this nature?

As you are aware, the three members of the board ... unanimously decided to allow my appeal, because they realized that, in my circumstance after my suspension as branch manager of the Bank, I could not possibly act in any other way than I did. I might add to my representations, that we sometimes feel like reproaching ourselves for not having acted in such a way at such a time; however, in this case, how could one do otherwise, when he is advised by his superiors or employers to wait and do nothing until the settlement of his case and when he is told that his salary was still running and his suspension only temporary? Would there be anyone foolish enough to follow a different course of action under the same circumstances? What would the unemployment insurance office reply to a person applying for benefit who would inform them that he is still drawing a salary pending the result of an inquiry? I can imagine what their answer would be, and you no doubt know it as well as I do.

(Continued on page 1127)

# Monthly Report of Placement Operations of the National Employment Service

*Placements by NES local offices in October bring cumulative total in 1964 to 1,010,200. In period since 1945, only once before has total passed the million mark so early in the year*

Placements reported by local offices of the National Employment Service during October 1964 amounted to 103,600. Although this was a decrease of 2.4 per cent from the number reported in October 1963, it was 6.6 per cent above the average for the month during the previous five years.

The regional distribution of October placements and the percentage change from October 1963 were:

Atlantic	8,500	+ 1.1
Quebec	25,200	-13.2
Ontario	39,000	- 3.0
Prairie	19,400	+ 2.1
Pacific	11,600	+20.4
<b>Canada</b>	<b>103,600</b>	<b>- 2.4</b>

NOTE: The imbalance in the total is due to rounding.

The reduction in total placements was in part the result of one less working day in October this year but the main factor was the 13.2-per-cent decrease in the Quebec Region. This decrease was chiefly due to a reduction in male placements, particularly in the agricultural and construction industries.

The number of applicants registered for employment in Quebec, however, was markedly lower at the end of the month than was the case in 1963, and this suggests that employment was relatively steady among firms in that Region using the services of NES local offices.

Although total placements decreased from the number in October 1963, the reduction was confined to placements requiring the movement of workers from one area to another, and placements in casual work (where the employment is not expected to last more than six working days); regular placements actually increased from the October 1963 number. This continued a trend that has been quite pronounced so far in the current year.

The cumulative total of placements for the period January-October, inclusive, was 1,010,200. This was 3.8 per cent above the total at the end of the first ten months of 1963. Only on one other occasion since 1945 have placements passed the million mark so early in the year.

During October male placements totalled 73,000, down 3.1 per cent from the October 1963 total; the principal decrease took place, as already reported, in the Quebec Region. The cumulative total was still 5.4 per cent above that for the January-October period in 1963. All regions participated in this increase.

Female placements amounted to 30,600 in October, down only slightly from 1963, but cumulative totals were still fractionally higher than at the same time last year. A substantial increase was reported in October by the Pacific Region, where placements were 26.5 per cent above the number in October 1963. This increase was comparable to that reported in September and was mainly a reflection of a continuing demand from food processing industries.

Placements requiring the movement of workers from one area to another numbered 5,200, a decrease from the 6,400 transfers recorded last October. It was also a smaller share of all placements, 5.1 per cent compared with 6.0 per cent last year.

Transfers of male workers, which accounted for more than 84 per cent of the movement, were concentrated in the Quebec and Ontario Regions. Much more than half of all transfers of women workers were in the Ontario Region.

Employers notified local NES offices of 130,300 job vacancies during October. This was a decrease of 4.6 per cent from the number in the same month in 1963. Of the total, 88,800 were for male workers, a decrease of 3.9 per cent from October 1963 but 13.4 per cent above the average number notified during October in the past five years. Female vacancies totalled 41,500; this was 6.2 per cent below the total for the comparable month last year and 9.9 per cent above the October average in the previous five years.

By the end of October, total vacancies had amounted to 1,286,900 since the beginning of 1964. This was 6.4 per cent above the cumulative total for the first ten months in 1963 and the second highest number recorded in any comparable period since 1947.



## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in October Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 344 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 183 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 199 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Defence Production, Post Office, Public Works and Transport Departments.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by the provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	178	\$ 2,076,983.00
Post Office .....	32	367,011.89
Public Works .....	1	6,069.30
Royal Canadian Mounted Police .....	1	58,380.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in October

During October the sum of \$9,172.13 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 119 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in October

### DEPARTMENT OF AGRICULTURE

*Fredericton N B:* Gorman Construction Co, road & yard paving, Research Station. *Winnipeg Man:* Randall Plumbing & Heating Ltd, installation of high-pressure steam main between laboratory & annex, Research Station.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*St Vincent de Paul Que:* Deschenes & Perreault, installation of chimneys at Terrasse Belleville; Deschenes & Perreault, siliconing & caulking at Terrasse Belleville. *Val d'Or Que:* Jos Bolduc, site improvement & replacement of doors. *Ville St Michel Que:* Vallieres & Cusson Enrg, siliconing & caulking at Terrasse St Michel.

In addition, the Corporation awarded 11 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Sioux Lookout Indian Agency Ont:* A K Penner & Sons Ltd, alterations & additions (Phase II), McIntosh IRS; Hakala Construction, extension to principal's residence, Sioux Lookout IRS. *Clandeboyne Indian Agency Man:* F W Sawatzky Ltd, construction of teacher's residence, Bloodvein IR; Peter Boorberg Enterprises Ltd, replacement of Bridge No 2, Fort Alexander (North) IR; George Bell & Paul Chikowski, construction of engineer's residence, Fort Alexander IRS. *Portage la Prairie Indian Agency Man:* Malcom Construction Co Ltd, installation of steel windows in wooden frames, Portage la Prairie IRS. *Crooked Lake Indian Agency Sask:* G H Holloway & Son, installation of water supply system, Kahkawistahaw IR, Community No 1. *File Hills Qu'Appelle Indian Agency Sask:* C C Smith & H R Duncan, construction of road, Maple Creek IR No 160A. *Meadow Lake Indian Agency Sask:* Gall's Lumber Yard, construction of classroom addition & residence, Peter Pond IR (Dillon). *Touchwood Indian Agency Sask:* Matheson Bros Ltd, construction of school with auditorium/gymnasium, Gordon's IRS. *Edmonton Indian Agency Alta:* Mercier & Germaine Co Ltd, construction of houses, Stony Plain IR. *Vancouver Indian Agency B C:* Standard General Construction (International) Ltd, construction of road, Capilano IR No 5, North Vancouver.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Cornwallis N S:* D J Lowe Ltd, construction of fire stops, etc, in various bldgs, HMCS Cornwallis. *Greenwood N S:* Parker Bros (1960) Ltd, interior painting of 192 PMQs, RCAF Station. *Halifax N S:* Standard Paving Maritime Ltd, repair & sealcoating of roads. *Moncton N B:* Carters Utilities, replacement of antennae poles, etc, HMCS Coverdale. *Longue Pointe Que:* Beaver Asphalt Paving Co Ltd, resurfacing of roadways & storage areas, Ordnance Depot. *Montreal Que:* Industrial Combustion & Equipment Ltd, conversion from coal to oil heating. *St Agapit Que:* R Vezina Inc, erection of steelox bldg & modifications to existing bldg. *St Jean Que:* Edgar Milot Ltee, interior painting of bldgs, RCAF Station. *Valcartier Que:* Tellier & Groleau Inc, construction of barrack block & extension to steam distribution system. *Cobourg Ont:* Posser & Co Ltd, supply & installation of summer heating plant. *Barriefield Ont:* Charles E Wright & Trevor J North, replacement of roof on married quarters; Alsco Distributors of Eastern Ontario Ltd, supply & installation of combination storm & screen sash. *Meaford Ont:* Lexington Contracting Ltd, construction of service station. *Picton Ont:* T A Andre & Sons Ltd, construction of junior ranks



club, Camp. *Port Arthur Ont*: Toronto Building Cleaning & Tuckpointing Ltd, exterior repairs to Armoury. *Rockcliffe Ont*: Duke Industries Inc, interior painting of PMQs, RCAF Station. *Trenton Ont*: Riverside Painting & Decorating Ltd, interior painting of PMQs, RCAF Station. *Winnipeg Man*: Oswald Decorating Co, interior painting of housing units, RCAF Station; J Kleinfelder Construction Co Ltd, construction of concrete pavements, RCAF Station; Maple Leaf Construction Ltd, reconstruction of parade square, Fort Osborne Barracks. *Cold Lake Alta*: J Mason & Sons Ltd, interior painting of PMQs & bldgs, RCAF Station. *Comox B C*: Farmer Construction Ltd, construction of GHE Bldg, RCAF Station. *Esquimalt B C*: Luney Bros & Hamilton Ltd, extension to Bldg No 72, HMCS *Naden*.

In addition, Defence Construction (1951) Limited awarded four contracts containing the General Fair Wages Clause.

## DEPARTMENT OF DEFENCE PRODUCTION

### (Construction)

*Summerside P E I*: Leonard Roofers & Metal Workers Ltd, replacement of built-up roofing on Bldg No 66 (Air Marshall Johnson School), RCAF Station. *Barrington N S*: Acadia Construction Ltd, resurfacing of pavements, RCAF Station. *Bedford N S*: Dartmouth Asphalt Co Ltd, repair & resurfacing of pavements, RCN Magazine. *Dartmouth N S*: Milligan Bros Ltd, repairs to grassed areas, Shannon Park Married Quarters. *Greenwood N S*: M L Foster interior painting of hangar No 10, RCAF Station. *Halifax N S*: D A Cummings Ltd, replacement of roof gutters of armouries, Cunard & North Park Streets. *Sandwich Battery N S*: W Eric Whebbly Ltd, construction of sewage disposal system, NBCD School. *Shelburne N S*: R V Germain Ltd, replacement of room exhaust fans, Composite Bldg, HMCS *Shelburne*. *Moncton N B*: Eastern Painters & Applicators Ltd, application of masonry preservative to Bldg No 47, No 5 Supply Depot. *Newcastle N B*: Maritime Waterproofing & Contracting Co Ltd, exterior repairs to windows, etc, Armoury. *Montreal Que*: Richard & B A Ryan (1958) Ltd, renovations to floors, walls & shower rooms, 6769 Notre Dame Street East. *Victoriaville Que*: J E Lallier & Fils Ltee, boiler replacement, etc, Armoury. *Camp Borden Ont*: Canadian Safety Fences Ltd, installation of perimeter fencing, Brentwood. *Centralia Ont*: Ken Douglas Painting & Decorating, painting interior of Bldg No 11, RCAF Station; Lavis Contracting Co, repair & resurfacing of parking area, Bldg No 51, Service Station, RCAF Station; Kon Luksts Construction, supply & installation of aluminum storm windows & doors in Bldgs Nos 66 & 68, etc, RCAF Station. *Clinton Ont*: Lavis Contracting Co, rebuilding of roads, loading pads & parking area, RCAF Station. *Downsview Ont*: Gazzola Paving Ltd, road repairs, RCAF Station; Willard Decorating, interior painting of PMQs, RCAF Station. *Ipperwash Ont*: George Keen Construction Ltd, exterior renovation of Bldgs Nos 9, 19, 44 & 45, Camp. *Kingston Ont*: Holdcroft Construction Co Ltd, relocation of cooling tower. *London Ont*: Con-Sign Fabricators Ltd, construction of Dravo Bldgs, 27 COD. *Ottawa Ont*: Standard Paving Ltd, repairs to roads, RCAF Station Uplands. *Picton Ont*: H J McFarland Construction Co Ltd, construction of an area for tennis courts. *Rockcliffe Ont*: A Bruce Benson Ltd, construction of foundations for GP huts, RCAF Station; Weather-Proofing Ltd, insulating heating & return lines of steam distribution system, RCAF Station. *Shilo Man*: G T Smith & Sons Ltd, installation of fire alarm service in Bldg M-103, Military Camp. *Winnipeg Man*: Donco Enterprises Ltd, repairs to pavement & runways, RCAF Station. *Calgary Alta*: Dominion Water Proof Ltd, waterproofing of basements, PMQs, Currie Barracks. *Vancouver (Richmond) B C*: Continental Painters & Decorators Ltd, exterior painting of PMQs, RCAF Station.

In addition, this Department awarded 69 contracts containing the General Fair Wages Clause.

### (Catering Services)

*Comox B C*: Centennial Caterers Ltd, catering at HMCS *Quadra*.

## NATIONAL HARBOURS BOARD

*Vancouver B C*: Vancouver Pile Driving & Contracting Co Ltd, rip rap protection of Lynn Creek Bank.

## DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

This Department awarded two contracts containing the General Fair Wages Clause.

## POST OFFICE DEPARTMENT

This Department awarded seven contracts containing the General Fair Wages Clause.

## PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Toronto Township Ont:* Cafagna Bros Ltd, construction of Etobicoke Valley trunk sewer, Phase I of Lenworth extension, Sharlyn Road to Bloor Street; Leo Contracting Co Ltd, construction of Etobicoke Valley trunk sewer, Phase II of Lenworth extension, Bloor Street to flood plain, south of Burnhamthorpe.

## DEPARTMENT OF PUBLIC WORKS

*Capstan Island (Labr) Nfld:* Twillingate Engineering & Construction Co Ltd, construction of community stage. *L'Anse au Loup (Labr) Nfld:* Glen Construction Co Ltd, construction of community stage. *Black Duck Cove Nfld:* Gid Sacrey Ltd, construction of community stage. *Deadman's Bay Nfld:* Beaton Abbott, slipway reconstruction. *Isle aux Morts Nfld:* W L B Construction Ltd, wharf repairs. *Ming's Bight Nfld:* Gid Sacrey Ltd, construction of community stage. *Plum Point Nfld:* Gid Sacrey Ltd, wharf repairs. *Rose Blanche (Diamond Cove) Nfld:* Kevin Power, wharf repairs. *St John's Nfld:* Dominion Construction Co Ltd, construction of inflammable material storage bldg for Department of Transport. *Torbay (Tapper's Cove) Nfld:* Benson Builders Ltd, wharf extension. *French River P E I:* H J Phillips & Sons, construction of haulout slip. *Red Head P E I:* Douglas & MacEwen Construction Co Ltd, deck repairs, west breakwater. *Arisaig N S:* Albert E Whidden, harbour improvements. *Bailey's Brook N S:* Albert E Whidden, pier repairs. *Grand Etang N S:* Colin R MacDonald Ltd, harbour improvements. *L'Archeveque N S:* G J Forgeron, sea wall extension. *Little Harbour (L'Ardoise) N S:* Allister MacInnis, harbour improvements. *Terence Bay N S:* L G & M H Smith Ltd, wharf repairs. *West Green Harbour (The Blaze) N S:* Shelburne Contracting Ltd, reconstruction of skidway & retaining wall. *St Andrews N B:* J S Parker, construction of blockhouse shore protection. *Bethierville Que:* Jean L Poulette, construction of protection works. *Lacolle Que:* Les Entreprises A J M Ltd, alterations to roofing, federal bldg. *La Tuque Que:* Plomberie Lacerte Enrg, alterations to roofing, federal bldg. *Montreal Que:* Arthur Murphy Contracting Ltd, alterations, 8th floor, Customs Bldg. *Newport (Riviere des Ilots) Que:* Eugene Beaulieu, harbour repairs. *Quebec Que:* Pavage Frontenac Ltee, asphalt paving of Queen's wharf. *Ruisseau Leblanc Que:* Don Dimock, harbour repairs. *St Michel de Squatteck Que:* David Morneau, wharf construction. *Trois Pistoles Que:* Jean Baptiste Rioux, wharf improvements (ferry terminal). *Clinton Ont:* Frank Van Russel & Sons Ltd, construction of federal bldg. *Cornwall Ont:* Dibblee Construction Co Ltd, paving of wharf. *Gravenhurst Ont:* A R Ferguson, construction of sewage disposal system, Beaver Creek Correctional Camp. *Kagawong Ont:* N A McDougall Construction Ltd, improvements to dock facilities. *Leamington Ont:* Geo L Dillon Construction Co Ltd, deck repairs. *Mindemoya Ont:* Palmer & McDermid Construction, wharf reconstruction. *Midland Ont:* B Zaitz Construction of Marine Ltd, repairs to pier "A". *North Bay Ont:* Farquhar Construction Ltd, wharf repairs. *Ottawa Ont:* Dixon Van Lines Ltd, moving various equipment from 321 Slater Street to War Services Board, Tunney's Pasture; Maurice Savard, interior plastering & painting, R A Centre; A Lanctot Construction Co, alterations to Jackson Bldg; Leslie Morgan Furniture Finishers, refinishing of gallery seats, House of Commons; H G Francis & Sons Ltd, extension of water mains, Royal Canadian Mint; J R Statham Construction Ltd, general alterations, Hopper Barn, CEF; Beaudoin Construction Ltd, structural & plumbing alterations, Norlite Bldg. *Port Credit Ont:* Guzzola Paving Ltd, repairs to Marine Terminal. *Seaforth Ont:* Frank Kling Ltd, post office renovations, federal bldg. *Windsor, Ont:* Universal Electromatics, installation of fire alarm system, UIC. *Brandon Man:* J S Quinn Construction Co Ltd, construction of sewer collector system for IR school & Canada Experimental Farm. *Fort Churchill Man:* Boxshall Cartage, removal & disposal of refuse from various areas. *Winnipeg Man:* J S Quinn Construction Co Ltd, wharf reconstruction (Alexander Ave). *Regina Sask:* Bird Construction Co Ltd, masonry repairs, Motherwell Bldg; McDiarmid Construction Ltd, alterations of Motherwell Bldg. *Saskatoon Sask:* A L Adams Construction Ltd, alterations & additions to oil calibration equipment, Weights & Measures Bldg. *Banff National Park Alta:* I W Campbell Construction Ltd, construction of Bow River Bridges & access road, Lake Louise Campground. *Jasper National Park Alta:* New West Construction Co Ltd, grading, drainage, etc, Miette River Bridge, Mile 140-143.7, Banff-Jasper Hwy. *Esquimalt B C:* Victoria Pile Driving Co Ltd, float renewal at south landing wharf. *Pitt Meadows B C:* Fraser River Pile Driving Co Ltd, construction of



seaplane facilities. *Qualicum Beach (French Creek) B C*: Fraser River Pipe Driving Co Ltd, construction of wharves & floats. *Terrace B C*: Joe L Felber, interior cleaning of federal bldg. *Tofino B C*: McLellan Contracting Co Ltd, float renewal. *near Vancouver B C*: Delta Bridge & Dock Ltd, repairs & improvements to north arm jetty, Fraser River. *Fort Simpson N W T*: Poole Construction Ltd, construction of federal bldg, etc.

In addition, this Department awarded 67 contracts containing the General Fair Wages Clause.

## THE ST LAWRENCE SEAWAY AUTHORITY

*Beauharnois Que*: Asphalte Salaberry Inc, asphalt paving at locks; *Lachine Que*: St Lawrence Steeplejacks Co Ltd, painting Des Seigneurs Street Bridge, Lachine Canal. *Port Colborne Ont*: United Steel Corporation Ltd, installation of steel mesh decking on Bridge No 19, Welland Canal. *St Catharines Ont*: Newman Bros Ltd, construction of administration bldg; Schwenger Construction Ltd, modifications & reconstruction, lower end of Lock 2, Welland Canal Twinning Project; Art Ellis Construction Ltd, construction of testing laboratories & stores bldg, Welland Canal Twinning Project. *St Catharines, Thorold & Port Colborne Ont*: Dominion Steel & Coal Corporation Ltd, supply & erection of chain link fencing at Locks Nos 1, 2, 3, 4, 5, 6, 7 & guard gate, Welland Canal. *Thorold & Port Colborne Ont*: Henry W Colton Ltd, Painting of structural steel members, Bridges Nos 10 & 20, Welland Canal. *Thorold Ont*: Har-Del Steel Corporation Ltd, demolition of superstructure of Bridge No 8, Welland Canal; Robert McAlpine Ltd, modification & reconstruction at upper end of Lock No 7, Welland Canal Twinning Project.

## DEPARTMENT OF TRANSPORT

*Cape Race Nfld*: Pius Sullivan & Sons Ltd, well drilling at Loran "C" Station & dwelling site. *Gander Nfld*: Transmission Lines Ltd, reconstruction of MI lighting system for approach 14, International Airport; McNamara Construction of Nfld Ltd, paving shoulders of taxiways & access road, International Airport. *Trepassey Nfld*: Michael Power, site preparation & construction of entrance road, Loran "C" Station. *Montague P E I*: Matheson & MacMillan Ltd, paving access road & car park, Monitoring Station. *Halifax N S*: Municipal Spraying & Contracting Ltd, construction of heating tunnel & steam mains, etc, Air Terminal Bldg, International Airport. *Mill Village (Italy Cross) N S*: Walcan Ltd, fabrication & erection of tower for the Satellite Communication Ground Stations; Mosher & Rawding Ltd, construction of access road & site preparation. *Sydney N S*: Maritime Builders Ltd, construction of water treatment plant, reservoir & pumphouse. *Moncton N B*: Wheaton Construction Co Ltd, installation of duct & pull pit system & enlargement of parking area; Fundy Construction Co Ltd, alterations & additions to Air Terminal Bldg; Hi-lite Electric Ltd, installation of lighting facilities, etc, approach 11, Airport. *Dorval Que*: The Highway Paving Co Ltd, stabilizing portions of taxiway shoulders, etc, Montreal International Airport; Town & Country Nurseries, landscaping entrance road, etc, Montreal International Airport. *Nitchequon Que*: Arno Electric Ltee, installation of diesel electric generating units & related work. *Quebec Que*: Union des Carrieres & Pavages Ltee, improvements to drainage system. Airport. *Val d'Or Que*: Paquin Construction Co Ltd, construction of aircraft apron, connecting taxiway & access road, Airport. *near Brighton Ont*: McIntosh Bros Fisheries, construction of pier light at Salt Reef. *near Cornwall Ont*: Fort Construction & Equipment, repairs to pier light No 134, Lake St Francis. *Fort William Ont*: D R McCormick Electric Ltd, construction of access road & car park lighting, Lakehead Airport. *Hamilton Ont*: Cayuga Quarries Ltd, strengthening portions of runway 16-34, etc, Airport. *London Ont*: Universal Electromatics, relocation of meteorological observing equipment & services, Airport. *Malton Ont*: J M Fuller Ltd, modification to VOR Bldg for TACAN installation, Toronto International Airport. *Port Rowan Ont*: Backus Construction Co Ltd, construction of fog alarm bldg at Long Point Light station. *Sault Ste Marie Ont*: Evans Contracting Co Ltd, topsoiling, fertilizing & seeding of sand areas, Airport. *Toronto Ont*: American Building Maintenance Co of Canada, cleaning Air Terminal Bldg, International Airport. *Uplands Ont*: Dibblee Construction Co Ltd, construction of service road for ramp equipment, Ottawa International Airport. *Warton Ont*: Universal Electromatics, installation of automatic weather station, Airport. *Windsor Ont*: Canadian Comstock Co Ltd, installation of air conditioning system, Air Terminal Bldg; Whelpton Electric Ltd, renewal of lighting cable on runway 12-30, Airport. *St Andrews Man*: McCaw & MacDonald

(Continued on page 1143)

## PRICE INDEX

### Consumer Price Index, November 1964

The consumer price index (1949=100) increased 0.2 per cent to 135.9 at the beginning of November from 135.6 in October. The November index was 1.4 per cent higher than the November 1963 index.

Six of the seven main components increased and the transportation component was unchanged.

The food index was 0.8 per cent higher: 132.0 in November compared with 131.0 in October. Prices increased for eggs, lard, beef, oranges, potatoes, tomatoes, celery, dairy products, and honey. Lower prices were reported for sugar, grapefruit, bananas, apples, lettuce, cabbage, onions, canned fruit and vegetables, and fresh and cured pork.

The housing index edged up 0.1 per cent to 139.3 from 139.2 as both the shelter and household operation components increased fractionally. In shelter, home-ownership prices increased slightly but rent was unchanged. In the household operation component, prices were higher for furniture, sheets, and dishes; those for household supplies, mixed.

The clothing index increased 0.2 per cent to 120.9 from 120.7. The increase reflected higher prices for some items of men's and children's wear, footwear, and laundry and dry cleaning services. Prices for women's winter wear, and cotton and wool dress material were lower.

The transportation index was unchanged at 141.4, despite a slight increase in taxi fares in Regina.

The health and personal care index advanced 0.4 per cent to 171.1 from 170.4. Higher prices for prescriptions and other pharmaceutical items were not sufficient to move the health care component but the personal care component advanced as a result of increased prices for personal supplies, men's haircuts, and women's hair-dressing.

The recreation and reading index rose 0.8 per cent to 152.3 from 151.1. Higher prices for motion picture admissions and camera film outweighed lower prices for bicycles and sports equipment to move the recreation component. The reading component was unchanged.

The tobacco and alcohol index was 0.2 per cent higher at 121.6 from 121.4. Both the tobacco and alcohol components increased with higher prices for cigarettes and cigarette tobacco in some cities, and higher liquor prices in Manitoba.

Group indexes in November 1963 were: food 130.8, housing 136.9, clothing 118.7,

transportation 141.2, health and personal care 164.8, recreation and reading 151.0 and tobacco and alcohol 118.5.

### City Consumer Price Indexes, October 1964

Consumer price indexes (1949=100) decreased in nine regional cities between September and October. In the tenth, Montreal, there was no change. The downward movements ranged from a decline of 0.1 per cent in St. John's to 0.7 per cent in Halifax, Ottawa and Edmonton-Calgary.

Food indexes declined in all cities, with Ottawa and Edmonton-Calgary showing the greatest change. Indexes for housing edged upward in five cities, downward in St. John's and Toronto, and remained the same in the three other cities. Clothing indexes moved up in all cities. Transportation indexes showed mixed movements: up slightly in three cities, down in two, and unchanged in five.

Health and personal care indexes were higher in all cities except St. John's, where the index remained the same as in the preceding month. Recreation and reading indexes moved up in five cities and down in four; there was no change in St. John's. Tobacco and alcohol indexes increased in all cities.

Regional consumer price index point changes between September and October were: Ottawa -1.0 to 135.6; Halifax -0.9 to 131.5; Edmonton-Calgary -0.9 to 128.0; Toronto -0.8 to 136.7; Saint John -0.7 to 135.6; Saskatoon-Regina -0.7 to 129.7; Vancouver -0.5 to 132.6; Winnipeg -0.3 to 132.0; St. John -0.1 to 121.8\*. Montreal remained unchanged at 135.2.

### Wholesale Price Index, October 1964

Canada's general wholesale index (1935-39 =100) for October was 244.4, practically unchanged from the September index of 244.3, and 0.6 per cent lower than the October 1963 index of 245.9. Five major group indexes advanced and three declined from September.

The vegetable products group index rose 0.6 per cent to 216.0 from the 214.6, the chemical products group index advanced 0.4 per cent to 191.7 from 191.0, and the non-ferrous metals products group index moved up 0.3 per cent to 210.2 from 209.5. Advances of 0.2 per cent were recorded for the iron products group index, to 258.3 from 257.9, and the non-metallic minerals products group index, to 191.4 from 191.0.

The animal products group index declined 0.9 per cent to 251.5 from 253.7. Two group

\* On base June 1951=100.



indexes eased downward by 0.2 per cent or less: wood products to 329.9 from 330.4, and textile products to 247.9 from 248.0.

The price index of non-residential building materials (1949=100) was unchanged in October from the previous month at 141.5. The price index of residential building materials (1935-39=100) declined 0.1 per cent in October to 329.8 from 330.1 in September.

The index of Canadian farm product prices at terminal markets (1935-39=100) eased 0.2 per cent from 214.0 to 213.5 in the three-week period ended October 23. The animal products index declined 1.5 per cent from 265.4 to 261.5, and the field products index rose 1.8 per cent from 162.7 to 165.6.

#### U.S. Consumer Price Index, Oct. 1964

The United States consumer price index (1957-59=100) rose 0.1 per cent in October to 108.5 from 108.4 in September. The index in October 1963 was 107.2.

The increase was a result of small but widespread increases in consumer prices. The cost of nearly everything consumers buy, with the exception of food, gasoline and household appliances, showed some rise during the month.

Food prices fell by 0.3 per cent during October. Prices of pork and beef both fell, but egg prices also fell, which is unusual.

The normal October pattern for the index as a whole is one of no change, as price increases and declines offset each other.

#### British Index of Retail Prices, Sept. 1964

The British index of retail prices (Jan. 16, 1962=100) stood at 107.8 in mid-September, unchanged from mid-August. The September 1963 index was 103.3.

The index of food prices dropped by about one-half of one per cent to 108.1 from 108.7. Slight increases were measured in the categories of fuel and light, miscellaneous goods and services.

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## Selected Bibliography on Labour Organization

### Compiled by the Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 194

#### General

1. ANDRAS, ABRAHAM. *Labor Unions in Canada; How They work and What They seek*. Ottawa, Woodsworth House Publishers, 1948. Pp. 86.

Trade union development, union structure, unions and the public welfare, political action, unions under socialism are discussed briefly.

2. CAMERON, JAMES CARRUTHERS. *The Status of Trade Unions in Canada*. Kingston, Dept. of Industrial Relations, Queen's University, 1960. Pp. 169.

Examination of the various areas of law which have affected the growth of trade unionism in Canada. The status of trade unions in Great Britain is also briefly analyzed.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1964*. Ottawa, Queen's Printer, 1964. Pp. 100.

Annual handbook published since 1911 on the structure, size and leadership of labour organizations in Canada, latest statistical data on union membership, directory of labour organizations with names of their principal officers and publications, and the geographic distribution of their local branches in Canada. French edition also available.

4. COATS, ROBERT HAMILTON. "The Labour Movement in Canada." (In *Canada and its Provinces*, Vol. 9, Pp. 275-355. Ed. by Adam Shortt and Arthur G. Doughty. Toronto, Glasgow, Brook and Co., 1913.)

General economic survey of the labour field, history of organized labour, position of trade unionism at that time, labour legislation in Canada.

5. DESPRES, JEAN-PIERRE. *Le mouvement ouvrier canadien*. Montréal, Fides, 1946. Pp. 205.

Structure, history, philosophy and trends, political action, participation in international movement, and future prospects.

6. ELLIOTT, ROBBINS LEONARD. *The Canadian Labour Press from 1867: a Chronological Annotated Directory*. Toronto, University of Toronto Press, 1948. Pp. 25.

Reprinted from the *Canadian Journal of Economics and Political Science*, May 1948. Information concerning 239 labour publications, the majority of which are, or were official organs of Canadian or international labour organizations.

7. FORSEY, EUGENE. *History of the Labour Movement in Canada*. Ottawa, Dominion Bureau of Statistics, 1959. Pp. 10.

Reprinted from *Canada Year Book* 1957/58 French translation also available.

8. HARDY, LOUIS LAURENT. *Brève histoire du syndicalisme ouvrier au Canada*. Montréal, Editions de l'Hexagone, 1958. Pp. 155.

Principal events, 1827-1957. Special emphasis on the history of the Canadian and Catholic Confederation of Labour.

9. JAMIESON, STUART MARSHALL. *Industrial Relations in Canada*. Toronto, Macmillan, 1957. Pp. 144.

Emphasis on special problems of Canadian labour relations: emigration, internal divisions of the labor movements, and political action. Analysis of the economic and social setting, the origin and growth, the structure, government and policies of Canadian unionism.

10. KOVACS, ARANKA, E., Ed. *Readings in Canadian Labour Economics*. Toronto, McGraw-Hill, 1961. Pp. 268.

Collection of articles on the history and growth of the labour movement in Canada, collective bargaining and labour legislation.

11. LOGAN, HAROLD AMOS. *Trade Unions in Canada, Their Development and Training*. Toronto, Macmillan, 1948. Pp. 639.

Major historical study on the labour movement in Canada from 1825 to 1946. Covers the various unions in specific industries, national federations and congresses, national Catholic movement, press, public relations and activity, research and education.

12. MACKINTOSH, MARGARET. *The Canadian Labour Movement, an Historical Analysis*. Ottawa, 1946. Pp. 11.

Reprinted from *Canadian Welfare*, Dec. 1, 1946. This brief summary includes a chart outlining the various unions.

13. MACKINTOSH, MARGARET. *An Outline of Trade Union History in Great Britain, the United States and Canada with Special Emphasis on the Causes leading to the Present Division in the Canadian Labour Movement*. Rev. ed. Ottawa, Dept. of Labour, 1946. Pp. 31.

An address in extended form originally presented at the Canadian Institute of Economics and Politics, Lake Couchiching,

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The report on annual holidays with pay, a 91-page publication of 10 chapters, deals with such aspects of the subject as the duration and method of calculating holidays with pay, qualifying period of service, continuity of holidays, possible postponement of holiday, and enforcement of holiday provisions.

The report on weekly rest is 81 pages in length and contains an introduction, two chapters, general conclusions, and a statement of legislation consulted. Aspects covered include national law and practice, methods of applying Conventions and Recommendations on weekly rest, scope of Conventions, normal and special rest schemes, temporary exceptions, and miscellaneous provisions.

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## Wage Schedules

(Continued from page 1137)

Ltd, improvements to airport drainage. *Regina Sask*: Monarch Plumbing & Heating; alterations & additions to air conditioning system, Air Terminal Bldg. *Edmonton Alta*: Alberta Concrete Products Co Ltd, stabilizing portions of taxiway shoulders, etc, International Airport; Young Electric (1961) Ltd, installation of car heater outlets, etc, International Airport. *Nootka B C*: Johnson Construction, construction of dwelling & demolition of existing dwelling. *Yellowknife N W T*: Solar Construction Co Ltd, revisions to drainage system, Airport.

In addition, this Department awarded 39 contracts containing the General Fair Wages Clause.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 14, 1964**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,952	613	1,951	2,552	1,192	644
Men.....	4,949	455	1,418	1,768	852	456
Women.....	2,003	158	533	784	340	188
14-19 years.....	653	66	201	212	122	52
20-24 years.....	912	95	306	292	146	73
25-44 years.....	3,065	248	875	1,145	510	287
45-64 years.....	2,102	185	520	810	372	215
65 years and over.....	220	19	49	93	42	17
Employed.....	6,694	572	1,854	2,491	1,160	617
Men.....	4,747	418	1,338	1,725	828	438
Women.....	1,947	154	516	766	332	179
Agriculture.....	579	38	93	153	275	20
Non-agriculture.....	6,115	534	1,761	2,338	885	597
Paid workers.....	5,582	485	1,596	2,157	806	538
Men.....	3,839	347	1,123	1,461	529	379
Women.....	1,743	138	473	696	277	159
Unemployed.....	258	41	97	61	32	27
Men.....	202	37	80	43	24	18
Women.....	56	*	17	18	*	*
Persons not in the Labour Force.....	5,905	678	1,757	1,937	978	555
Men.....	1,433	189	411	444	242	147
Women.....	4,472	489	1,346	1,493	736	408

\*Less than 10,000.



**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
NOVEMBER 14, 1964, CANADA**

(estimates in thousands)

Source: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	12,857	2,047	3,716	981	3,797	945	1,371
Labour Force.....	6,952	653	3,591	829	1,011	648	220
Employed.....	6,694	598	3,495	765	991	631	214
Unemployed.....	258	55	96	64	20	17	*
Not in the labour force.....	5,905	1,394	125	152	2,786	297	1,151
Participation rate <sup>(2)</sup>							
1964, November 14.....	54.1	31.9	96.6	84.5	26.6	68.6	16.0
October 17.....	54.3	32.6	96.7	85.2	26.7	68.5	16.2
Unemployment rate <sup>(3)</sup>							
1964, November 14.....	3.7	8.4	2.7	7.7	2.0	2.6	*
October 17.....	3.7	8.7	2.8	6.9	1.8	2.8	*

<sup>(1)</sup>Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup>The Labour Force as a percentage of the population 14 years of age and over.

<sup>(3)</sup>The unemployed as a percentage of the labour force.

\*Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED NOVEMBER 14, 1964**  
(estimates in thousands)

Source: DBS Labour Force Survey

	November 1964	October 1964	November 1963
Total Unemployed.....	258	258	303
On temporary layoff up to 30 days.....	14	13	17
Without work and seeking work.....	244	245	286
Seeking full-time work.....	229	230	270
Seeking part-time work.....	15	15	16
Seeking under 1 month.....	95	110	111
Seeking 1-3 months.....	83	75	99
Seeking 4-6 months.....	32	26	34
Seeking more than 6 months.....	34	34	42

## B—Labour Income

**TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY**

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						Totals <sup>(3)</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment	Supple- men- tary Labour income	
1959—Total.....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total.....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total.....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
September.....	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	.....
November.....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December.....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February.....	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March.....	48.8	529.8	165.4	.....	.....	.....	.....	.....	.....	1,839.5
April.....	47.3	532.6	170.6	.....	.....	.....	.....	.....	.....	1,870.5
May.....	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June.....	51.4	558.2	179.9	.....	.....	.....	.....	.....	.....	1,995.5
July.....	52.5	546.3	182.8	.....	.....	.....	.....	.....	.....	1,982.1
August*.....	50.4	567.7	188.3	104.8	454.1	110.3	850.4	1,830.9	230.3	2,019.3
September†.....	50.2	575.9	190.7	.....	.....	.....	.....	.....	.....	2,072.5
<b>Seasonally Adjusted</b>										
1959—Total.....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total.....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total.....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
September.....	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November.....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December.....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February.....	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March.....	50.1	540.0	173.5	.....	.....	.....	.....	.....	.....	1,906.5
April.....	49.0	535.1	175.1	.....	.....	.....	.....	.....	.....	1,913.1
May.....	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June.....	50.3	543.2	175.1	.....	.....	.....	.....	.....	.....	1,927.5
July.....	50.8	546.1	175.9	.....	.....	.....	.....	.....	.....	1,949.3
August*.....	49.3	556.7	179.9	92.4	378.8	107.2	849.4	1,844.9	228.3	1,969.5
September†.....	49.4	560.2	186.4	.....	.....	.....	.....	.....	.....	1,996.9

<sup>(1)</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup> Includes post office wages and salaries.

<sup>(3)</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\* Revised.

† Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at August 1964 employers in the principal non-agricultural industries reported a total employment of 3,260,398. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>[1]</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
<b>1963—</b>						
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
<b>1964—</b>						
January.....	123.3	198.1	85.10	117.0	202.0	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	86.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July*.....	133.7	201.9	86.75	122.6	202.7	89.12
August†.....	136.3	202.9	87.16	126.2	203.8	89.62

<sup>[1]</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Aug. 1964	July 1964	Aug. 1963	Aug. 1964	July 1964	Aug. 1963
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	159.1	161.6	149.7	78.93	78.59	76.62
Prince Edward Island.....	156.6	149.3	151.6	60.89	62.08	59.61
Nova Scotia.....	102.3	102.3	100.1	71.22	71.12	68.04
New Brunswick.....	118.0	115.2	113.0	70.94	71.86	66.82
Quebec.....	136.8	134.6	130.8	85.03	84.70	80.98
Ontario.....	137.5	133.8	130.4	90.48	90.02	86.50
Manitoba.....	119.5	121.3	118.9	79.82	79.66	78.51
Saskatchewan.....	140.8	141.0	137.8	82.02	82.25	80.19
Alberta (including Northwest Territories).....	177.4	176.6	170.1	87.42	86.54	84.17
British Columbia (including Yukon).....	132.9	131.9	127.4	94.83	94.30	90.39
<b>Canada.....</b>	<b>136.3</b>	<b>134.0</b>	<b>130.3</b>	<b>87.16</b>	<b>86.76</b>	<b>83.36</b>
<b>Urban areas</b>						
St. John's.....	158.9	157.8	156.4	66.73	66.38	64.16
Sydney.....	78.8	79.1	83.0	84.07	87.90	81.69
Halifax.....	127.6	127.9	124.9	73.14	73.27	70.64
Moncton.....	113.7	113.1	107.1	67.42	68.69	64.52
Saint John.....	104.5	104.0	105.7	71.38	71.59	68.13
Chicoutimi—Jonquiere.....	123.9	123.5	116.8	105.00	104.66	99.88
Quebec.....	133.0	131.7	129.7	74.86	74.48	72.72
Sherbrooke.....	123.1	120.0	115.0	74.20	74.53	70.08
Shawinigan.....	106.6	108.3	106.2	90.86	89.22	89.16
Three Rivers.....	131.5	129.2	121.8	81.30	80.16	78.01
Drummondville.....	98.0	96.5	90.1	70.28	66.41	68.88
Montreal.....	139.0	136.7	132.3	86.78	86.48	82.64
Ottawa—Hull.....	147.6	144.8	143.2	81.22	80.85	77.77
Kingston.....	142.1	142.0	130.5	86.77	86.81	83.72
Peterborough.....	108.0	110.3	102.8	94.86	94.35	92.77
Oshawa.....	212.4	147.1	156.5	104.67	102.10	96.62
Toronto.....	152.3	149.6	144.5	91.08	91.31	87.89
Hamilton.....	128.1	127.0	121.1	95.31	95.59	91.90
St. Catharines.....	127.5	125.4	118.4	101.86	101.48	93.70
Niagara Falls.....	125.1	118.1	113.9	83.98	83.58	77.91
Brantford.....	95.2	94.2	90.5	82.74	83.27	79.18
Guelph.....	139.8	135.2	133.2	80.48	79.36	78.30
Galt.....	134.0	133.0	125.1	76.79	75.77	74.94
Kitchener.....	151.0	147.2	144.6	81.61	81.15	77.25
Sudbury.....	137.1	136.7	127.6	97.59	97.37	95.03
Timmins.....	88.1	89.4	89.7	76.95	77.59	72.96
London.....	150.2	150.3	145.0	84.24	84.32	79.99
Sarnia.....	135.1	137.5	139.3	114.46	110.65	106.73
Windsor.....	89.0	76.2	79.8	104.55	102.27	92.77
Sault Ste. Marie.....	167.8	165.6	157.8	109.24	107.29	108.84
Fort William—Port Arthur.....	121.5	121.7	117.8	87.09	86.72	82.40
Winnipeg.....	121.3	121.1	117.4	77.10	76.96	74.79
Regina.....	160.2	160.8	157.6	80.19	80.37	78.74
Saskatoon.....	163.5	160.9	151.8	75.45	76.44	74.54
Edmonton.....	225.1	221.8	214.1	81.86	80.95	79.40
Calgary.....	197.8	197.6	186.7	87.44	86.35	83.57
Vancouver.....	131.1	130.2	124.2	93.20	92.03	89.05
Victoria.....	125.0	124.3	122.3	82.91	82.64	82.98



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

Source: *Employment and Payrolls*, DBS

Note: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Aug. 1964	July 1964	Aug. 1963	Aug. 1964	July 1964	Aug. 1963
<b>Mining</b> .....	<b>118.2</b>	<b>121.7</b>	<b>118.0</b>	<b>\$ 101.23</b>	<b>\$ 105.92</b>	<b>\$ 101.80</b>
Metal mining.....	131.4	136.0	130.8	105.02	106.14	102.53
Gold.....	63.2	65.2	66.5	85.32	86.49	81.82
Other metal.....	194.7	201.9	190.5	110.97	112.04	109.26
Fuels.....	81.8	84.6	82.1	110.80	114.11	107.81
Coal.....	36.6	37.8	38.7	81.94	88.46	80.78
Oil and natural gas.....	265.2	274.1	259.4	126.97	128.48	124.25
Non-metal.....	165.8	165.8	165.2	91.82	92.76	90.43
<b>Manufacturing</b> .....	<b>126.2</b>	<b>122.6</b>	<b>120.0</b>	<b>89.62</b>	<b>89.11</b>	<b>85.47</b>
Durable goods.....	132.0	127.5	123.0	97.44	96.27	92.32
Non-durable goods.....	121.3	118.5	117.5	82.50	82.67	79.46
Food and beverages.....	135.2	129.1	133.5	75.06	77.69	72.18
Meat products.....	141.7	141.4	138.8	87.84	86.74	85.05
Canned and preserved fruits and vegetables.....	207.5	154.8	200.3	55.61	61.72	52.72
Grain mill products.....	99.1	100.8	95.0	87.91	87.03	83.80
Bread and other bakery products.....	116.4	115.6	115.2	76.05	77.00	73.06
Distilled and malt liquors.....	100.2	100.2	98.9	109.05	111.52	105.45
Tobacco and tobacco products.....	82.7	82.9	80.9	93.41	91.98	89.21
Rubber products.....	119.4	118.0	111.5	93.27	91.76	88.86
Leather products.....	91.1	90.0	89.6	61.26	59.73	58.91
Boots and shoes (except rubber).....	94.0	93.6	95.2	59.48	58.06	57.24
Other leather products.....	85.9	83.4	79.3	64.79	63.13	62.58
Textile products (except clothing).....	91.7	89.9	86.0	73.04	70.56	69.35
Cotton yarn and broad woven goods.....	78.9	77.4	75.2	71.58	67.18	66.54
Woollen goods.....	68.4	68.3	66.2	65.80	64.72	63.49
Synthetic textiles and silk.....	112.3	110.4	98.9	79.58	77.35	76.36
Clothing (textile and fur).....	101.9	98.2	97.3	57.10	55.33	55.31
Men's clothing.....	106.0	102.7	101.2	55.22	53.56	53.94
Women's clothing.....	115.0	107.5	107.3	59.17	57.12	57.88
Knit goods.....	78.8	77.3	74.1	57.43	55.48	54.06
Wood products.....	121.6	121.2	117.9	77.79	76.42	74.57
Saw and planing mills.....	126.5	127.1	122.4	79.73	78.50	76.10
Furniture.....	128.1	124.6	123.7	76.16	74.08	73.56
Other wood products.....	83.7	84.4	83.5	67.74	67.11	66.16
Paper products.....	137.7	136.8	132.1	104.36	104.75	101.37
Pulp and paper mills.....	139.0	138.6	132.9	111.75	112.39	108.82
Other paper products.....	134.6	132.5	130.2	86.05	85.58	83.10
Printing, publishing and allied industries.....	124.9	124.0	126.1	97.57	96.90	93.64
<b>Iron and steel products</b> .....	<b>124.6</b>	<b>123.5</b>	<b>116.4</b>	<b>102.12</b>	<b>101.31</b>	<b>97.83</b>
Agricultural implements.....	73.9	74.0	65.4	109.75	109.13	100.24
Fabricated and structural steel.....	162.8	161.7	151.5	103.73	104.46	98.62
Hardware and tools.....	126.2	127.5	116.7	88.61	87.66	85.17
Heating and cooking appliances.....	114.7	110.8	107.8	87.69	87.41	84.35
Iron castings.....	107.2	108.6	103.5	97.87	96.44	93.99
Machinery, industrial.....	148.6	147.2	136.3	98.51	98.14	92.67
Primary iron and steel.....	150.4	148.2	134.9	114.60	113.15	112.59
Sheet metal products.....	127.5	124.7	123.8	99.16	100.41	96.93
Wire and wire products.....	128.7	123.6	116.5	102.84	101.44	98.43
<b>Transportation equipment</b> .....	<b>126.8</b>	<b>110.5</b>	<b>109.2</b>	<b>107.45</b>	<b>106.02</b>	<b>98.27</b>
Aircraft and parts.....	255.0	253.1	228.7	108.97	108.40	102.09
Motor vehicles.....	140.1	78.6	105.7	123.75	124.25	111.80
Motor vehicle parts and accessories.....	154.4	149.6	127.5	106.53	108.76	95.35
Railroad and rolling stock equipment.....	60.5	61.1	56.0	92.31	92.59	85.90
Shipbuilding and repairing.....	137.4	136.7	136.1	96.21	97.71	92.46
<b>Non-ferrous metal products</b> .....	<b>135.1</b>	<b>136.0</b>	<b>130.5</b>	<b>100.09</b>	<b>99.38</b>	<b>97.73</b>
Aluminum products.....	151.6	149.8	149.2	95.06	95.00	93.56
Brass and copper products.....	116.0	118.4	111.7	98.37	94.22	94.56
Smelting and refining.....	145.8	150.0	141.9	109.61	109.02	107.50
<b>Electrical apparatus and supplies</b> .....	<b>163.6</b>	<b>159.8</b>	<b>156.6</b>	<b>95.10</b>	<b>94.94</b>	<b>91.14</b>
Heavy electrical machinery.....	122.6	121.6	117.7	101.95	102.60	97.81
Telecommunication equipment.....	280.9	273.6	284.0	91.32	92.08	88.01
<b>Non-metallic mineral products</b> .....	<b>166.6</b>	<b>165.1</b>	<b>158.9</b>	<b>95.97</b>	<b>95.81</b>	<b>92.06</b>
Clay products.....	96.8	94.7	92.5	84.76	84.63	80.58
Glass and glass products.....	183.8	181.4	174.6	88.51	88.25	86.73
Products of petroleum and coal.....	147.6	149.0	144.0	132.04	130.58	125.88
Petroleum refining and products.....	150.5	152.0	146.0	133.21	131.62	127.04
Chemical products.....	141.3	141.4	138.2	105.08	104.38	100.80
Medicinal and pharmaceutical preparations.....	129.1	127.5	126.0	93.43	93.44	89.98
Acids, alkalis and salts.....	160.8	162.6	163.4	117.16	116.68	110.20
Miscellaneous manufacturing industries.....	168.1	165.0	157.4	78.36	77.77	75.23
<b>Construction</b> .....	<b>148.7</b>	<b>145.7</b>	<b>144.4</b>	<b>97.17</b>	<b>96.45</b>	<b>91.80</b>
Building and general engineering.....	144.7	142.6	140.4	103.93	102.97	99.01
Highways, bridges and streets.....	155.3	150.8	151.1	86.77	86.27	80.80
<b>Electric and motor transportation</b> .....	<b>151.8</b>	<b>150.6</b>	<b>146.6</b>	<b>93.33</b>	<b>92.09</b>	<b>90.03</b>
<b>Service</b> .....	<b>198.5</b>	<b>195.1</b>	<b>180.8</b>	<b>60.70</b>	<b>61.01</b>	<b>58.34</b>
Hotels and restaurants.....	171.0	170.0	156.5	45.97	46.26	44.70
Laundries and dry cleaning plants.....	159.9	160.3	141.2	54.02	53.52	52.57
<b>Industrial composite</b> .....	<b>136.3</b>	<b>134.0</b>	<b>130.3</b>	<b>87.16</b>	<b>86.76</b>	<b>83.36</b>

**TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE**

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	August 1964	July 1964	August 1963	August 1964	July 1964	August 1963
				\$	\$	\$
Newfoundland.....	39.4	42.1	39.7	1.73	1.62	1.72
Nova Scotia.....	41.7	41.5	40.7	1.73	1.74	1.63
New Brunswick.....	40.0	43.0	40.6	1.67	1.70	1.56
Quebec.....	42.4	41.7	42.0	1.81	1.81	1.75
Ontario.....	41.5	41.0	40.9	2.13	2.11	2.03
Manitoba.....	40.5	40.7	40.3	1.82	1.83	1.80
Saskatchewan.....	38.8	38.8	39.0	2.09	2.09	2.03
Alberta (includes Northwest Territories).....	40.4	40.0	40.2	2.08	2.06	2.00
British Columbia (includes Yukon Territory).....	37.3	37.3	37.5	2.47	2.47	2.34

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July*.....	40.9	2.01	82.10	196.7	144.5
August†.....	41.3	2.02	83.31	199.6	147.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.



TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	August 1964	July 1964	August 1963	July 1964	August 1964	July 1963	August 1964	July 1964	August 1963
				\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>41.6</b>	<b>42.6</b>	<b>41.9</b>	<b>2.30</b>	<b>2.31</b>	<b>2.24</b>	<b>95.57</b>	<b>98.25</b>	<b>93.70</b>
Metal mining.....	41.4	42.0	41.6	2.38	2.39	2.32	98.73	100.39	96.52
Gold.....	41.9	42.7	42.3	1.86	1.87	1.78	78.00	80.03	75.30
Other metal.....	41.3	41.7	41.4	2.56	2.56	2.52	105.54	106.98	104.05
Fuels.....	40.8	44.1	41.6	2.18	2.20	2.12	88.93	97.15	88.00
Coal.....	42.0	45.4	42.3	1.90	1.92	1.86	79.64	87.16	78.78
Oil and natural gas.....	38.9	42.1	40.5	2.67	2.68	2.55	103.99	112.63	103.30
Non-metal.....	42.9	43.5	43.2	2.09	2.08	2.05	89.73	90.61	88.61
<b>Manufacturing</b> .....	<b>41.3</b>	<b>40.9</b>	<b>40.9</b>	<b>2.02</b>	<b>2.00</b>	<b>1.93</b>	<b>83.31</b>	<b>82.06</b>	<b>78.82</b>
Durable goods.....	41.9	41.3	41.3	2.20	2.18	2.10	92.30	89.94	86.48
Non-durable goods.....	40.7	40.6	40.6	1.84	1.84	1.77	74.79	74.72	71.83
Food and beverages.....	40.3	41.4	40.1	1.69	1.71	1.63	68.08	70.90	65.38
Meat products.....	41.2	40.9	41.1	2.03	2.00	1.98	83.71	81.87	81.41
Canned and preserved fruits and vegetables.....	39.4	42.1	39.2	1.27	1.30	1.22	49.87	54.92	47.64
Grain mill products.....	43.0	43.2	42.3	1.96	1.92	1.86	84.09	83.11	78.81
Bread and other bakery products.....	40.9	41.7	41.2	1.74	1.73	1.65	71.30	72.33	67.79
Distilled liquors.....	40.8	41.7	40.7	2.35	2.36	2.23	95.84	98.55	90.54
Malt liquors.....	39.4	40.5	40.1	2.53	2.53	2.43	99.58	102.64	97.47
Tobacco and tobacco products.....	38.2	38.0	37.8	2.30	2.26	2.19	87.83	86.00	82.91
Rubber products.....	42.2	40.9	41.7	2.07	2.08	1.99	87.42	85.13	82.81
Leather products.....	40.5	39.3	40.9	1.40	1.39	1.33	56.82	54.70	54.20
Boots and shoes (except rubber).....	40.5	39.3	41.1	1.36	1.36	1.28	55.32	53.43	52.67
Other leather products.....	40.5	39.3	40.4	1.48	1.46	1.43	59.86	57.33	57.64
Textile products (except clothing).....	42.6	41.4	42.6	1.56	1.54	1.47	66.48	63.66	62.89
Cotton yarn and broad woven goods.....	42.2	40.2	41.8	1.61	1.57	1.50	67.91	63.26	62.67
Woolen goods.....	42.6	42.0	42.6	1.41	1.39	1.36	60.15	58.54	57.94
Synthetic textiles and silk.....	43.2	41.9	43.6	1.67	1.65	1.59	71.93	69.15	69.25
Clothing (textile and fur).....	39.4	38.1	39.3	1.33	1.32	1.29	52.50	50.25	50.55
Men's clothing.....	39.0	37.6	39.1	1.31	1.30	1.28	51.02	48.95	49.96
Women's clothing.....	37.9	36.3	37.6	1.46	1.43	1.41	55.32	52.10	53.09
Knit goods.....	42.3	41.6	42.0	1.25	1.22	1.17	52.65	50.77	49.32
*Wood products.....	41.4	40.8	41.5	1.80	1.78	1.71	74.54	72.54	71.17
Saw and planing mills.....	40.4	39.9	40.3	1.92	1.90	1.82	77.73	75.90	73.53
Furniture.....	43.5	42.4	44.1	1.62	1.60	1.56	70.65	67.84	68.80
Other wood products.....	42.9	42.5	42.9	1.47	1.45	1.43	63.15	61.78	61.10
Paper products.....	41.6	42.0	41.7	2.37	2.37	2.30	98.71	99.42	95.73
Pulp and paper mills.....	41.5	42.1	41.6	2.55	2.54	2.47	105.85	106.91	102.87
Other paper products.....	42.0	41.7	41.9	1.88	1.88	1.82	79.06	78.37	76.39
Printing, publishing and allied industries.....	39.2	39.1	38.6	2.48	2.45	2.41	97.19	95.93	93.07
*Iron and steel products.....	42.0	41.6	41.3	2.32	2.32	2.26	97.70	96.36	93.24
Agricultural implements.....	41.8	41.9	40.1	2.46	2.44	2.30	102.73	102.00	92.37
Fabricated and structural steel.....	43.0	42.5	41.1	2.24	2.27	2.21	96.45	96.35	90.67
Hardware and tools.....	42.9	42.5	42.3	1.92	1.92	1.87	82.57	81.65	79.03
Heating and cooking appliances.....	41.4	41.4	40.7	1.98	1.96	1.90	81.93	81.18	77.41
Iron castings.....	42.3	41.5	42.1	2.42	2.24	2.13	94.70	92.95	89.73
Machinery, industrial.....	42.9	42.7	41.5	2.18	2.18	2.10	93.74	93.21	86.97
Primary iron and steel.....	40.6	40.4	40.3	2.71	2.69	2.70	110.14	108.51	108.81
Sheet metal products.....	42.0	41.8	42.4	2.24	2.27	2.18	94.20	94.99	92.51
Wire and wire products.....	43.4	42.5	42.3	2.28	2.28	2.22	99.08	96.81	94.12
*Transportation equipment.....	42.1	41.3	40.6	2.43	2.37	2.27	102.17	97.75	92.04
Aircraft and parts.....	42.3	41.8	41.5	2.37	2.36	2.23	100.22	98.81	92.65
Motor vehicles.....	43.2	40.9	40.4	2.72	2.68	2.55	117.55	109.69	103.14
Motor vehicle parts and accessories.....	43.3	40.9	41.3	2.38	2.44	2.18	102.89	99.87	90.08
Railroad and rolling stock equipment.....	40.2	40.9	38.7	2.26	2.22	2.17	90.76	90.97	84.12
Shipbuilding and repairing.....	41.0	41.6	41.0	2.31	2.32	2.23	94.54	96.33	91.41
*Non-ferrous metal products.....	40.8	40.5	40.9	2.30	2.29	2.23	93.87	92.95	91.43
Aluminum products.....	41.3	41.1	41.2	2.05	2.04	2.01	84.47	83.73	82.91
Brass and copper products.....	42.7	41.2	42.3	2.22	2.16	2.14	94.54	88.82	90.60
Smelting and refining.....	40.1	40.1	40.5	2.57	2.56	2.49	102.95	102.70	100.90
*Electrical apparatus and supplies.....	41.1	40.7	40.8	2.04	2.04	1.94	83.89	83.07	79.15
Heavy electrical machinery and equipment.....	40.9	40.9	40.3	2.28	2.30	2.18	93.32	94.08	88.02
Telecommunication equipment.....	39.7	39.8	40.6	1.83	1.83	1.74	72.52	72.85	70.73
*Non-metallic mineral products.....	44.2	43.8	43.7	2.07	2.06	1.98	91.66	90.23	86.69
Clay products.....	42.8	41.8	42.1	1.87	1.87	1.78	79.78	78.12	75.09
Glass and glass products.....	41.6	40.7	40.9	2.09	2.03	1.99	86.96	82.66	81.44
Products of petroleum and coal.....	41.7	42.2	41.8	2.94	2.85	2.72	122.67	120.18	113.43
Petroleum refining and products.....	41.8	42.2	41.8	2.98	2.88	2.75	124.55	121.76	115.01
Chemical products.....	41.0	40.8	40.2	2.25	2.24	2.18	91.98	91.50	87.63
Medicinal and pharmaceutical preparations.....	39.8	39.7	39.4	1.76	1.75	1.70	69.94	69.42	67.11
Acids, alkalis and salts.....	40.6	40.6	38.8	2.59	2.58	2.52	105.09	104.83	97.66
Miscellaneous manufacturing industries.....	41.5	40.8	41.6	1.64	1.64	1.59	67.97	66.89	65.99
<b>Construction</b> .....	<b>42.8</b>	<b>42.5</b>	<b>42.2</b>	<b>2.23</b>	<b>2.22</b>	<b>2.13</b>	<b>95.46</b>	<b>94.60</b>	<b>89.82</b>
Building and general engineering.....	41.7	41.4	41.5	2.45	2.44	2.33	102.08	100.95	96.70
Highways, bridges and streets.....	44.7	44.5	43.5	1.88	1.87	1.78	83.93	83.30	77.19
<b>Electric and motor transportation</b> .....	<b>44.8</b>	<b>43.7</b>	<b>44.8</b>	<b>2.08</b>	<b>2.08</b>	<b>2.04</b>	<b>93.38</b>	<b>90.75</b>	<b>91.27</b>
<b>Service</b> .....	<b>37.7</b>	<b>37.6</b>	<b>38.4</b>	<b>1.19</b>	<b>1.19</b>	<b>1.13</b>	<b>44.89</b>	<b>44.64</b>	<b>43.54</b>
Hotels and restaurants.....	36.9	37.4	38.2	1.15	1.15	1.09	42.46	42.90	41.80
Laundries and dry cleaning plants.....	40.0	40.1	40.7	1.14	1.14	1.08	45.68	45.48	44.07

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 823, October issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
November 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
November 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
November 1961.....	17,462	15,940	33,402	329,306	124,966	454,272
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
November 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,171	23,611	57,228	173,988	104,907	278,895
October 1964 <sup>(1)</sup> .....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964 <sup>(1)</sup> .....	38,620	22,704	61,324	254,346	118,294	372,640

\* Current Vacancies only. Deferred Vacancies are excluded.

<sup>(1)</sup> Preliminary.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, OCTOBER 1963—OCTOBER 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—October.....	240,358	99,236	92,448	44,154	75,313	30,894
1963—November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,578
April.....	236,915	88,740	95,252	43,563	75,095	29,235
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	109,636	67,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October <sup>(1)</sup> .....	228,492	99,327	88,832	41,509	72,982	30,636

<sup>(1)</sup> Preliminary.



**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING OCTOBER, 1964<sup>1</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from October 1963
<b>Agriculture, Fishing, Trapping.....</b>	<b>8,512</b>	<b>1,363</b>	<b>9,875</b>	<b>- 2,523</b>
<b>Forestry.....</b>	<b>2,730</b>	<b>15</b>	<b>2,745</b>	<b>- 883</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>1,009</b>	<b>66</b>	<b>1,075</b>	<b>+ 82</b>
Metal Mining.....	625	22	647	+ 66
Fuels.....	167	27	194	- 9
Non-metal Mining.....	87	2	89	+ 53
Quarrying, Clay and Sand Pits.....	78	2	80	- 1
Prospecting.....	52	13	65	- 27
<b>Manufacturing.....</b>	<b>17,332</b>	<b>8,232</b>	<b>25,564</b>	<b>+ 502</b>
Foods and Beverages.....	2,190	1,912	4,102	+ 109
Tobacco and Tobacco Products.....	22	21	43	0
Rubber Products.....	181	78	259	- 66
Leather Products.....	282	340	622	+ 6
Textile Products (except clothing).....	669	424	1,093	+ 22
Clothing (textile and fur).....	500	1,679	2,179	- 181
Wood Products.....	2,119	210	2,329	- 29
Paper Products.....	1,240	355	1,595	+ 149
Printing, Publishing and Allied Industries.....	712	630	1,342	+ 252
Iron and Steel Products.....	3,408	401	3,809	+ 497
Transportation Equipment.....	2,280	294	2,574	- 684
Non-Ferrous Metal Products.....	553	185	738	- 276
Electrical Apparatus and Supplies.....	799	614	1,413	+ 229
Non-Metallic Mineral Products.....	819	58	877	+ 198
Products of Petroleum and Coal.....	66	16	82	+ 23
Chemical Products.....	715	315	1,030	+ 141
Miscellaneous Manufacturing Industries.....	777	700	1,477	+ 112
<b>Construction.....</b>	<b>14,639</b>	<b>201</b>	<b>14,840</b>	<b>+ 527</b>
General Contractors.....	9,966	102	10,068	+ 772
Special Trade Contractors.....	4,673	99	4,772	- 245
<b>Transportation, Storage and Communication.....</b>	<b>6,511</b>	<b>428</b>	<b>6,939</b>	<b>- 417</b>
Transportation.....	5,881	174	6,055	- 415
Storage.....	495	109	604	- 53
Communication.....	135	145	280	+ 51
<b>Public Utility Operation.....</b>	<b>264</b>	<b>38</b>	<b>302</b>	<b>+ 41</b>
<b>Trade.....</b>	<b>11,396</b>	<b>5,397</b>	<b>16,793</b>	<b>+ 189</b>
Wholesale.....	4,937	1,368	6,305	+ 45
Retail.....	6,459	4,029	10,488	+ 144
<b>Finance, Insurance and Real Estate.....</b>	<b>605</b>	<b>1,068</b>	<b>1,673</b>	<b>+ 203</b>
<b>Service.....</b>	<b>9,984</b>	<b>13,823</b>	<b>23,812</b>	<b>- 310</b>
Community or Public Service.....	973	1,499	2,472	+ 100
Government Service.....	2,296	975	3,271	+ 361
Recreation Service.....	573	195	768	+ 84
Business Service.....	1,015	720	1,735	- 535
Personal Service.....	5,127	10,439	15,566	- 320
<b>Grand Total.....</b>	<b>72,982</b>	<b>30,636</b>	<b>103,618</b>	<b>- 2,589</b>

<sup>1</sup>Preliminary.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX  
AS AT OCTOBER 30, 1964<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	6,926	2,047	8,973
Clerical Workers.....	14,920	43,410	58,330
Sales Workers.....	6,509	12,985	19,494
Personal & Domestic Service Workers.....	27,003	20,775	47,778
Seamen.....	765	14	779
Agriculture, Fishing, Forestry (Ex log.).....	4,618	209	4,827
Skilled and Semi-Skilled Workers.....	71,792	12,871	84,663
Food and kindred products (incl. tobacco).....	718	302	1,020
Textiles, clothing, etc.....	1,422	7,316	8,738
Lumber and lumber products.....	5,036	107	5,143
Pulp, paper (incl. printing).....	1,037	353	1,390
Leather and leather products.....	872	1,028	1,900
Stone, clay & glass products.....	206	13	219
Metalworking.....	9,882	861	10,743
Electrical.....	1,292	713	2,005
Transportation equipment.....	459	70	529
Mining.....	775	—	775
Construction.....	16,363	3	16,366
Transportation (except seamen).....	12,510	58	12,568
Communications & public utility.....	377	14	391
Trade and service.....	3,164	1,176	4,340
Other skilled and semi-skilled.....	12,373	639	13,012
Foremen.....	1,520	210	1,730
Apprentices.....	3,786	8	3,794
Unskilled Workers.....	70,807	18,300	89,107
Food and tobacco.....	2,102	3,289	5,391
Lumber & lumber products.....	6,139	307	6,446
Metalworking.....	2,771	574	3,345
Construction.....	27,702	—	27,702
Other unskilled workers.....	32,093	14,130	46,223
<b>GRAND TOTAL.....</b>	<b>203,340</b>	<b>110,611</b>	<b>313,951</b>

<sup>(1)</sup>Preliminary—subject to revision.



**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT OCTOBER 30, 1964**

Source: National Employment Service, Unemployment Insurance Commission

Office	Registrations		Office	Registrations	
	(1) October 30, 1964	Previous Year October 31, 1963		(1) October 30, 1964	Previous Year October 31, 1963
<b>Newfoundland.....</b>	<b>6,531</b>	<b>7,658</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	1,265	1,523	Sherbrooke.....	3,151	3,239
Grand Falls.....	649	709	Sorel.....	1,723	1,392
St. John's.....	4,617	5,426	Thetford Mines.....	1,615	1,488
<b>Prince Edward Island.....</b>	<b>904</b>	<b>1,050</b>	Trois Rivières.....	2,846	3,264
Charlottetown.....	561	632	Val d'Or.....	819	1,114
Summerside.....	343	418	Valleyfield.....	1,261	1,424
<b>Nova Scotia.....</b>	<b>11,715</b>	<b>12,070</b>	Victoriaville.....	1,165	1,213
Amherst.....	474	457	Ville St. Georges.....	1,245	2,029
Bridgewater.....	532	543	<b>Ontario.....</b>	<b>107,835</b>	<b>104,733</b>
Halifax.....	3,891	4,348	Amprior.....	166	173
Inverness.....	138	145	Barrie.....	911	823
Kentville.....	715	750	Belleville.....	1,134	1,163
Liverpool.....	195	214	Bracebridge.....	436	406
New Glasgow.....	775	1,065	Brampton.....	838	879
Springhill.....	367	533	Brantford.....	1,087	1,278
Sydney.....	2,590	2,057	Brockville.....	346	346
Sydney Mines.....	539	610	Carleton Place.....	200	207
Truro.....	732	801	Chatham Place.....	899	1,267
Yarmouth.....	767	647	Cobourg.....	799	546
<b>New Brunswick.....</b>	<b>10,848</b>	<b>10,912</b>	Collingwood.....	342	449
Bathurst.....	1,125	983	Cornwall.....	1,627	1,773
Campbellton.....	928	908	Elliot Lake.....	279	270
Edmundston.....	548	520	Fort Erie.....	303	486
Fredericton.....	774	918	Fort Frances.....	262	223
Minto.....	139	191	Fort William.....	1,094	1,043
Moncton <sup>(2)</sup> .....	2,654	3,008	Galt.....	1,030	655
Newcastle.....	934	771	Gananoque.....	195	150
Saint John.....	2,301	2,348	Goderich.....	195	196
St. Stephen.....	1,000	721	Guelph.....	754	934
Sussex.....	200	215	Hamilton.....	6,922	9,020
Woodstock.....	245	329	Hawkesbury.....	390	402
<b>Quebec.....</b>	<b>102,200</b>	<b>105,931</b>	Kapuskasing.....	406	521
Alma.....	1,202	1,705	Kenora.....	452	387
Asbestos.....	368	340	Kingston.....	1,416	1,435
Baie Comeau.....	704	389	Kirkland Lake.....	488	480
Beauharnois.....	590	699	Kitchener.....	1,380	1,265
Buckingham.....	476	500	Leamington.....	491	553
Causapscal.....	614	577	Lindsay.....	926	421
Chandler.....	742	704	Listowel.....	112	161
Chicoutimi.....	1,532	1,790	London.....	2,871	3,109
Cowansville.....	230	275	Long Branch.....	2,612	2,600
Dolbeau.....	839	1,173	Midland.....	446	424
Drummondville.....	1,289	1,328	Napanee.....	250	258
Farnham.....	269	358	New Liskeard.....	221	205
Forestville.....	240	139	Newmarket.....	665	628
Gaspé.....	465	571	Niagara Falls.....	1,107	1,271
Granby.....	1,228	1,322	North Bay.....	820	796
Hull.....	2,071	2,159	Oakville.....	417	599
Joliette.....	2,219	2,241	Orillia.....	520	459
Jonquière.....	2,193	2,434	Oshawa.....	14,694	5,865
Lachute.....	445	473	Ottawa.....	4,188	4,821
Lac-Mégantic.....	725	442	Owen Sound.....	565	604
La Malbaie.....	723	453	Parry Sound.....	154	192
La Tuque.....	592	687	Pembroke.....	853	939
Lévis.....	1,821	1,985	Perth.....	357	428
Louiseville.....	752	563	Peterborough.....	2,065	1,776
Magog.....	371	335	Pictou.....	245	191
Maniwaki.....	388	370	Port Arthur.....	1,202	1,414
Matane.....	634	536	Port Colborne.....	477	906
Mont-Laurier.....	420	386	Prescott.....	356	327
Montmagny.....	718	675	Renfrew.....	218	231
Montréal.....	38,868	41,812	St. Catharines.....	4,675	2,509
New Richmond.....	459	539	St. Thomas.....	451	555
Port Alfred.....	485	603	Sarnia.....	1,145	1,397
Québec.....	8,486	8,886	Sault Ste. Marie.....	1,218	1,572
Rimouski.....	1,300	1,341	Simcoe.....	527	568
Rivière du Loup.....	2,092	1,971	Smiths Falls.....	238	297
Roberval.....	1,110	912	Stratford.....	433	299
Rouyn.....	1,171	1,535	Sturgeon Falls.....	341	520
Ste. Agathe des Monts.....	528	480	Sudbury.....	2,095	3,213
Ste. Anne de Bellevue.....	616	584	Tillsonburg.....	279	399
Ste. Thérèse.....	1,315	1,381	Timmins.....	950	1,095
St. Hyacinthe.....	949	1,025	Toronto.....	26,035	26,276
St. Jean.....	1,412	1,417	Trenton.....	543	478
St. Jérôme.....	1,372	1,380	Walkerton.....	288	310
Sept-Îles.....	740	995	Wallaceburg.....	174	356
Shawinigan.....	2,612	3,298	Welland.....	1,541	1,331
			Weston.....	2,091	2,475
			Windsor.....	3,210	4,680
			Woodstock.....	418	448

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,  
AT OCTOBER 30, 1964**

Source: National Employment Service, Unemployment Insurance Commission

Office	Registrations		Office	Registrations	
	(1) October 30, 1964	Previous Year October 31, 1963		(1) October 30, 1964	Previous Year October 31, 1963
<b>Manitoba</b> .....	<b>12,683</b>	<b>12,712</b>	<b>British Columbia</b> .....	<b>38,487</b>	<b>42,557</b>
Brandon.....	804	928	Chilliwack.....	784	996
Dauphin.....	390	433	Courtenay.....	537	599
Flin Flon.....	155	132	Cranbrook.....	439	446
Portage la Prairie.....	340	440	Dawson Creek.....	558	835
The Pas.....	239	221	Duncan.....	419	438
Winnipeg.....	10,755	10,558	Kamloops.....	1,338	860
<b>Saskatchewan</b> .....	<b>6,903</b>	<b>6,948</b>	Kelowna.....	595	474
Estevan.....	134	87	Mission City.....	583	669
Lloydminster.....	88	98	Nanaimo.....	629	875
Moose Jaw.....	620	592	Nelson.....	453	414
North Battleford.....	381	364	New Westminster.....	5,204	6,672
Prince Albert.....	841	935	Penticton.....	652	634
Regina.....	2,110	2,051	Port Alberni.....	504	624
Saskatoon.....	1,983	1,991	Prince George.....	1,583	1,984
Swift Current.....	226	200	Prince Rupert.....	1,114	1,105
Weyburn.....	119	94	Quesnel.....	578	582
Yorkton.....	401	536	Trail.....	421	481
<b>Alberta</b> .....	<b>15,845</b>	<b>18,715</b>	Vancouver.....	18,206	19,577
Blairmore.....	134	308	Vernon.....	675	728
Calgary.....	6,296	6,961	Victoria.....	2,917	3,171
Drumheller.....	169	189	Whitehorse.....	298	259
Edmonton.....	6,449	8,039	<b>Canada</b> .....	<b>313,951</b>	<b>326,286</b>
Edson.....	128	194	<b>Males</b> .....	<b>203,340</b>	<b>219,966</b>
Grande Prairie.....	429	535	<b>Females</b> .....	<b>110,611</b>	<b>106,320</b>
Lethbridge.....	885	1,092			
Medicine Hat.....	781	720			
Red Deer.....	571	677			

(1) Preliminary.

(2) Includes 607 registrations reported by the Magdalen Islands local office.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 927, October issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

Source: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1964—August.....	4,248,000	4,066,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700
March.....	4,348,000	3,750,700	597,300
February.....	4,339,000	3,731,900	607,100
January.....	4,334,000	3,735,400	598,600
1963—December.....	4,326,000	3,793,700	532,300
November.....	4,192,000	3,888,600	303,400
October.....	4,125,000	3,906,100	218,900
September.....	4,122,000	3,935,700	186,300
August.....	4,132,000	3,939,500	192,500

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
SEPTEMBER 30, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	August 31, 1964	September 30, 1963
CANADA.....	173,645	77,209	46,308	30,961	19,167	182,029	186,261
Male.....	104,858	51,125	26,766	16,524	10,443	111,497	117,024
Female.....	68,787	26,084	19,542	14,437	8,724	70,532	69,237
Newfoundland.....	4,458	1,724	1,183	970	581	4,298	4,053
Male.....	3,356	1,321	887	707	441	3,388	3,085
Female.....	1,102	403	296	263	140	910	968
Prince Edward Island.....	579	235	224	92	28	676	703
Male.....	371	135	134	42	10	467	413
Female.....	208	100	40	50	18	209	290
Nova Scotia.....	8,835	3,480	2,435	2,004	916	9,192	8,466
Male.....	6,468	2,739	1,791	1,375	563	6,726	5,997
Female.....	2,367	741	644	629	353	2,466	2,469
New Brunswick.....	7,260	3,052	2,028	1,523	659	6,874	7,495
Male.....	4,674	1,943	1,303	1,059	369	4,488	5,245
Female.....	2,586	1,109	723	464	290	2,386	2,250
Quebec.....	56,980	25,809	16,054	9,611	5,506	57,826	60,592
Male.....	36,985	18,500	10,060	5,224	3,201	37,710	40,366
Female.....	19,995	7,309	5,994	4,387	2,305	20,116	20,226
Ontario.....	57,185	25,299	15,221	10,204	6,461	65,573	63,161
Male.....	31,238	15,240	7,847	4,804	3,347	37,424	37,260
Female.....	25,947	10,059	7,374	5,400	3,114	28,149	25,901
Manitoba.....	6,394	2,796	1,385	1,201	1,012	6,942	6,592
Male.....	3,519	1,657	726	624	512	3,923	3,498
Female.....	2,875	1,139	659	577	500	3,019	3,094
Saskatchewan.....	3,567	1,395	1,010	639	523	3,486	3,450
Male.....	1,620	751	387	235	247	1,568	1,551
Female.....	1,947	644	623	404	276	1,918	1,899
Alberta.....	9,647	4,595	2,343	1,646	1,063	8,915	10,041
Male.....	5,546	2,900	1,238	844	564	5,213	6,037
Female.....	4,101	1,695	1,105	802	499	3,702	4,004
British Columbia.....	18,740	8,324	4,427	3,071	2,418	18,247	21,708
Male.....	11,081	5,939	2,343	1,610	1,189	10,590	13,572
Female.....	7,659	2,885	2,084	1,461	1,229	7,657	8,136

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
SEPTEMBER 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,867	1,257	610	1,740	1,046	694	837
Prince Edward Island.....	265	185	80	246	164	82	99
Nova Scotia.....	3,665	2,417	1,248	3,618	2,454	1,164	1,234
New Brunswick.....	3,238	2,070	1,168	2,924	1,981	943	1,285
Quebec.....	28,817	17,896	10,921	28,226	19,414	8,812	11,683
Ontario.....	28,773	18,707	10,066	28,896	19,315	9,581	11,080
Manitoba.....	2,528	1,848	680	2,679	1,653	1,026	665
Saskatchewan.....	1,531	1,174	357	1,497	892	605	496
Alberta.....	4,893	3,322	1,571	4,509	2,942	1,567	1,828
British Columbia (incl. Yukon Terri- tory).....	10,265	6,591	3,674	9,428	5,898	3,530	3,716
Total, Canada, September 1964.....	85,342	55,467	30,375	83,763	55,759	28,004	32,923
Total, Canada, August 1964.....	79,016	50,458	28,558	89,451	63,164	26,287	30,844
Total, Canada, September 1963.....	92,892	57,884	35,008	88,625	61,183	27,442	32,677

\*In addition, revised claims received numbered 26,475.

†In addition, 27,726 revised claims were disposed of. Of these, 2,594 were special requests not granted and 1,567 appeals by claimants. There were 6,149 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, SEPTEMBER 1964**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	12,626	281,507
Prince Edward Island.....	2,122	44,197
Nova Scotia.....	27,839	634,439
New Brunswick.....	22,632	492,868
Quebec.....	178,108	4,280,292
Ontario.....	188,300	4,497,126
Manitoba.....	19,041	440,954
Saskatchewan.....	10,129	228,319
Alberta.....	24,684	603,206
British Columbia (including Yukon Territory).....	53,076	1,289,055
Total, Canada, September 1964.....	538,557	12,791,963
Total, Canada, August 1964.....	557,793	13,198,559
Total, Canada, September 1963.....	532,124	12,527,626

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF OCTOBER 1964**

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	October 1963	Sept. 1964	October 1964							
[1]St. John's, Nfld.....	120.3	121.9	121.8	117.0	116.0	115.6	121.4	164.1	147.3	116.3
Halifax.....	131.2	132.4	131.5	124.2	133.7	130.9	135.4	168.2	168.5	125.3
Saint John.....	133.0	135.3	134.6	130.8	133.6	127.5	141.7	189.2	153.4	125.4
Montreal.....	133.4	135.2	135.2	136.0	135.7	113.3	157.9	182.1	151.0	124.8
Ottawa.....	134.7	136.6	135.6	130.8	137.3	125.5	156.2	174.8	147.0	126.5
Toronto.....	135.0	137.5	136.7	129.5	140.6	126.4	139.0	167.0	187.5	124.3
Winnipeg.....	130.6	132.3	132.0	128.7	128.8	126.8	134.6	186.5	142.0	128.3
Saskatoon-Regina.....	128.6	130.4	129.7	128.0	128.7	132.5	133.8	148.9	146.4	120.9
Edmonton-Calgary.....	127.7	128.9	128.0	122.7	127.1	129.0	128.9	170.5	144.0	120.9
Vancouver.....	131.8	133.1	132.6	129.3	135.9	123.0	139.6	155.8	148.8	123.2

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164.

**TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963 October.....	51	83	26,625	143,980	0.12
November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964 January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1964, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	350	700
Mines.....			
Manufacturing.....	42	7,936	93,790
Construction.....	5	395	920
Transpn. & utilities.....	8	1,399	4,260
Trade.....	3	93	230
Finance.....			
Service.....			
Public administration.....	1	420	1,680
All industries.....	60	10,593	101,580

**TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1964, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	11	2,927	40,100
Ontario.....	31	5,395	48,510
Manitoba.....	1	54	430
Saskatchewan.....	1	43	470
Alberta.....			
British Columbia.....	9	659	7,700
Federal.....	7	1,515	4,370
All jurisdictions.....	60	10,593	101,580

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
OCTOBER 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accu- mulated		
<b>FORESTRY</b> The KVP Company, Espanola, Ont.	Carpenters Loc. 2537 (AFL-CIO/CLC)	350	700	700	Oct. 29 .....	Transfer of two workers to other job classifications at lower wages~
<b>MANUFACTURING</b> <i>Rubber</i> National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	212	4,450	5,040	Sep. 28 .....	Wages, hours, union security, irrevocable check-off~
<i>Wood</i> Lachute Lumber & Mill- Work, Lachute and Brownsburg, Que.	Carpenters Loc. 3047 (AFL-CIO/CLC)	113	110	110	Oct. 30 Nov. 2	Wages, closed shop~3¢ an hr. increase over a 3-yr. con- tract, acceptance of Rand formula.
<i>Paper</i> Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,200	21,200	June 1 .....	Wages~
<i>Printing and Publishing</i> La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	25,200	123,600	June 3 .....	Automation, hours, sick leave, vacations, apprentice rates~
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Locs. 91 and 5 (AFL-CIO/CLC)	891	18,710	70,810	July 9 .....	Working conditions as affected by computers~
<i>Primary Metals</i> Wolverine Tube (Div. of Calumet Hecla of Can- ada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,420	5,970	Aug. 19 .....	Wages, other improvements ~
Aluminum Company of Canada, Kingston, Ont.	Machinists Loc. 54 (AFL-CIO/CLC)	351	5,790	5,790	Oct. 1 Oct. 27	Wages; contracting out; job jurisdiction clause in agree- ment~6¢ an hr. increase in each of the next two years, plus bonus to higher graded employees of 2¢ an hr. in 1st yr. only.
<i>Metal Fabricating</i> Steel Company of Canada, Brantford, Ont.	Steelworkers Loc. 3749 (AFL-CIO/CLC)	114	170	170	Oct. 28 Oct. 29	Refusal to grant leave of ab- sence to an employee~ Acceptance of company pro- posal to extend overtime to cover time lost while on union business.
<i>Machinery</i> Hamilton Gear and Machine, Toronto, Ont.	Moulders Loc. 28 (AFL-CIO/CLC)	168	340	420	Sep. 30 Oct. 4	Wages~3% increase retro- active to June 10, 1964, a further increase June 10, 1965 for a two yr. agreement.
<i>Transportation Equipment</i> Canadian Kenworth, North Burnaby, B.C.	Machinists Loc. 1857 (AFL-CIO/CLC)	300	6,300	6,300	Oct. 1 .....	Wages, overtime, holidays~
Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	2,000 (300)	1,000	1,000	Oct. 30 Oct. 31	Misunderstanding of radio announcement~Return of workers.
<i>Electrical Products</i> Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	340	7,140	14,700	Aug. 31 .....	Wages, working conditions, seniority provisions~
A. Belanger Ltd., Montmagny, Que.	Metal Trades' Federation (CNTU)	300	600	600	Oct. 28 Oct. 30	Dismissal of one employee~ Return of workers.
<i>Non-Metallic Mineral Products</i> Concreters Ready-Mix, Montreal and area, Que.	Teamsters Loc. 903 (Ind.)	177	620	620	Oct. 9 Oct. 15	Interpretation and applica- tion of certain clauses in agreement~Return of work- ers on instruction of union.



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
OCTOBER 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accu- mulated		
Assoc. de l'Industrie du Verre plat de Quebec, Montreal, Que.	Painters Loc. 1135 (AFL-CIO/CLC)	750	7,500	7,500	Oct. 14 Oct. 23	Wages~Return of workers pending signing of agreement.
CONSTRUCTION Louisbourg Restoration Project,* Louisbourg, N.S.	Louisbourg Employees Assoc. (Ind.)	160	480	480	Oct. 16 Oct. 21	Wages, travelling time~Re- turn of workers pending further discussions.
Tide Bay Construction, Annacis Island, B.C.	Plumbers Loc. 170 (AFL-CIO/CLC)	191	190	190	Oct. 19 Oct. 20	Wages, union security~Wage increases, agreement on meth- od of handling grievances.
TRANSPN. & UTILITIES Transportation Five stevedoring companies, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)	600	1,070	1,070	Oct. 22 Oct. 24	Alleged violation of working rules by some members~ Return of workers, matters to be discussed.
Canadian National Railways,* Capreol, Ont.	Trainmen, Locomotive Firemen and Enginemen (AFL-CIO/CLC) and Locomotive Engineers (Ind.)	108	230	230	Oct. 24 Oct. 27	Change in divisional point~ Return of workers with pro- posal to delay plans.
Nfld. Employers' Assoc.,* St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	550	2,160	2,160	Oct. 26 .....	Failure to accept terms of the McKinnon report~
PUBLIC ADMINISTRATION Local Administration Township of Etobicoke, Etobicoke, Ont.	Public Employees Loc. 185 (CLC)	420	1,680	1,680	Oct. 15 Oct. 21	Wages, vacations, job secur- ity~10¢ an hr. increase retro- active to Feb. 1, 1964, 10¢ Feb. 1, 1965; four weeks vacation after 20 years, job security for those with two or more years seniority.

\*Federal jurisdiction.

Figures in parentheses indicate the number of workers indirectly affected.

## Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of

productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.















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